



Date: 30 Aug 2022

Letter Of Intent

Dear Ansari Salman

As per your Request / Application we are pleased to offer you a position of Associate Trainee, Operations at our Altruist Customer Management India Pvt. Ltd. Building No A-8, Sector No 1, Plot No MBP-2, TTC Industrial area, Near MTNL office, Mahape, Navi Mumbai-400710, India office.

This training position is for a term beginning 30 Aug 2022 (Rupa_MBP_Tata Capital_Micro Finance) subject to the condition that if the process for any reason is dissolved/transferred/terminated, your association will be restricted to that period.

You will be eligible for INR.65/- Till Training for your initial process training. The payout eligibility is subject to successful process training accreditation.

Upon successful completion of initial process of Training/Client Evaluation objectives, you will be considered for a job based training to get better understanding of processes on the job and work floor. After completing accreditation your monthly Stipend will be paid as INR.14000/-, which shall be payable to you for the number of remaining days in the month. Being a trainee you will not be eligible for statutory benefits available to regular employees.

By accepting this offer you agree that you:
Intend to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the training program; Understand that lack of success at any stage of the training program, or lack of acceptance into a required position due to an inability to meet the minimum requirements may be a reason for removal from the position and you will not be eligible for any compensation pay out (stipend/salary); and Will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your Trainer/ Supervisor as they arise

Please bring the following to the start of your session as informed by the Human Resource Department:

1. Birth certificate / Leaving Certificate.
2. Matriculation certificate / graduation certificate.
3. Residential proof (Aadhar Card/ Voter ID card, Rent/Lease deed etc.).
4. Experience Letter.
5. 6 Passport size photograph.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure to bring the documents as requested at the start of the session, failing which you may not be eligible to attend the training programme.

Please indicate your acceptance by signing a copy of this letter.

Sincerely,

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30 Aug 2022

Signature



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSNDIT Park,
Panchkula, Haryana - 134109, India

Date: 26th September 2022

Rohit Sanjay Bhamare
Employee ID: 31001707
Department Name: PRE OWNED CAR LOANS
MALEGAON

Subject: Contract for Special Services

Dear Rohit Sanjay Bhamare,

This contract for services to be rendered has been drawn up between **Mahindra & Mahindra Financial Services Limited (MMFSL)** and **Rohit Sanjay Bhamare**, this sets out the terms & conditions under which MMFSL has offered and Rohit Sanjay Bhamare has agreed to accept and render services at the Company's office or such other location as MMFSL may inform.

1. You will be designated as "**Customer Associate**" in Grade L11- Operational.
2. The contract shall be on a fixed term basis from 27th September 2022 to 26th September 2024 (both days inclusive). During the first **six months** starting 27th September 2022 you will be on probation. This contractual arrangement will be deemed continued post probation period, subject to satisfactory performance, unless specified in writing otherwise.
3. After the end of the contract period, the contract may be extended further on such terms and conditions as may be mutually agreed. Unless extended/ renewed in writing, the contract shall automatically come to an end on the stipulated date agreed herein above. Notwithstanding anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 years and on the expiry of the aforesaid period, this arrangement shall automatically come to an end without any further notice to you.
4. This contract is subject to your providing all documents required by the Company.
5. During the course of your contract you shall abide by the Code of Conduct, rules and policies of the company.
6. With effect from your date of joining, you will receive remuneration as per attached **Annexure I**. You will be entitled for benefits as applicable for **Grade L11- Operational** of the company structure. Your remuneration structure may undergo change at the discretion of the company to ensure compliance with law and policies of the company at the relevant time with or without change in your remuneration. You will not be entitled to claim any other privileges or benefits, including but not limited to bonus which may be paid to the employees of MMFSL, except the annual remuneration payable during the tenure of the contract.
7. You shall perform your duties to the best of your ability and experience and shall devote your working time, attention and energies to the business of the Company as may be necessary and shall use your best endeavors to promote the interest and welfare of the Company.
8. Your address as submitted to the company will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address, you will inform the company in

writing about the same within three days. Any communication sent to your last recorded address will be deemed to have been, duly served upon you.

9. During your tenure with the Company, you shall strictly observe the rules and regulations of the Company which is in force or which shall come into force any time in future.
10. If you are at anytime prevented by ill health, accident or any other urgent necessities from attending office or performing your duties, then you shall bring this to the notice of the company as soon as possible and furnish all relevant information.
11. Transferability-The Company may at anytime depute or transfer your services to any of its locations, Departments, Affiliates, Subsidiaries or Associate Companies. Consequent to such transfers you will be governed by terms and conditions as applicable at the place of posting

12. You shall not divulge, communicate or pass on any information, secrets which you may come to possession as a result of your tenure with the Company, during the tenure of this contract or after its termination to any outsider or to anyone not employed by the Company. You shall, at all times, maintain absolute integrity and shall not communicate in any manner any information regarding your remuneration / terms of employment to any other person/ employee of the Company except your immediate Superior.

In line with the Insider Trading Regulations of the Securities and Exchange Board of India act of 1992, as modified from time to time; you shall not deal in the securities of the firm listed in the Stock Exchanges, when in possession of any unpublished price sensitive information or communicate such information to any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law, or counsel any person to deal in securities on the basis of such information.

13. Conflict of Interest - In addition to the requirements of secrecy and confidentiality, as specified hereinabove, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/ firm/ institute/ body / corporate, etc. either part time or full time on a paid basis. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.
14. You shall, at all times, maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the company. You shall not at any times, work against the interest of the company or do anything, which is unbecoming of a team member.
15. This contract can be terminated by either party by giving **one month's** notice in writing to the other party, or in payment of an amount equivalent to the one month remuneration.
16. During probation period, the contract can be terminated by either party by giving **15 day's** notice in writing to the other party, or in payment of an amount equivalent to the 15 day's remuneration
17. In the following cases, this contract may be terminated forthwith without assigning any reason thereto by the Company –
 - a. If you are found guilty of misconduct including unauthorized absenteeism.
 - b. If you violate terms and conditions stipulated in the Company's Code of Conduct.
 - c. If you violate prevailing policies and procedures of the company.

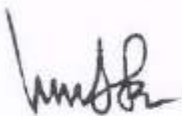
- d. If you are found under the influence of alcohol or any other intoxicant at workplace.
 - e. If you are held guilty and convicted of offences involving moral turpitude by any competent Court.
 - f. In case of any false or misleading information is provided by you in your CV or any other documents submitted to the company
 - g. Your performance shall be reviewed periodically. If your performance is not up to the mark and even after affording you an opportunity to improve you fail to come up to the mark then the Company shall be within its rights to terminate this contract of service with notice or salary in lieu thereof.
 - h. If your background verification check is negative.
18. Upon termination of contract, you shall return to the Company all assets and Confidential Information and all copies thereof relating to the Company's business, or in any way obtained during the course of the Contract.
19. Reputation of the Company - You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
20. Recovery of expenses - You will be eligible to be relieved from the services only after satisfactory hand-over of responsibilities, settlement of dues and service of notice period. All benefits shall cease after the last day of service. Any money due or otherwise payable by you to the Company must be settled before the end of contract period. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.
21. Right to Access IT Tools & Services: The Company shall, at all times, have the right to access, monitor and control usage of IT devices, tools and solutions provided to you in the course of your employment. These include (but not limited to) devices such as desktops, laptops, storage media, communication facilities such as e-mails, software applications etc. The usage of IT tools and services are subject to the policies that the Company would adopt and communicate to you, from time to time, for adherence. All data and information, created or accessed during the employment, shall at all times remain the property of the Company.
22. Intellectual Property Rights (IPR): You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.
23. Return of Company property: You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
24. It is clearly understood that this is only a Fixed Term Contract and it does not create any employer-employee relationship between the company and you. It is further specifically agreed that such Contract is not an employment and that you shall not claim permanency /absorption/ regularization

with the company and or any benefit either monetary or otherwise as may be available to the permanent employees of the company.

25. If any term or provision of this contract or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part whether generally or in any particular jurisdiction, search provisions shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.
26. Government Laws and Regulations: You will be subjected to all Government Laws and Regulations in force from time to time. All payments to you shall be subject to deduction of tax, at applicable rate at source.
27. Jurisdiction: This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.
28. Clawback: Notwithstanding any other provisions in this service Agreement / policies of the company to the contrary, in the event, you indulge into any fraudulent activities or due to your negligence loss is caused to the company or you commit a breach of any Regulatory guidelines, the company will have right to recover from your salary, dues or any other payments due to you, the amount of loss caused to the company on account of you conduct".
29. We are pleased to have you in our organization and we sincerely hope that your close collaboration with our organization will be beneficial to both of us.
30. If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon signifying your acceptance thereof.

Wishing you all the best and welcoming you to our pursuit of excellence.

For Mahindra & Mahindra Financial Services Ltd.



Authorized Signatory

I have read the above terms and conditions and I have fully understood them and I am willing to join the services of the company on and with effect from 27th September 2022 on the above terms and conditions.

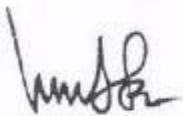
SIGNATURE OF THE EMPLOYEE

Date:

ANNEXURE -I REMUNERATION STATEMENT

Employee Name	Rohit Sanjay Bhamare
Grade &	L11 – Operational
Designation	Customer Associate
Components	Amount (in INR) per annum
Basic	82154
HRA	41077
Statutory Bonus	6843
Personal Allowance	53922
Annual Gross	183996
Provident Fund	15636
ESIC	5980
Total Annual CTC	205612

For MAHINDRA & MAHINDRA FINANCIAL SERVICES LTD.



Authorized Signatory



BEEJAPURI FRESH PRODUCTS PRIVATE LIMITED

Date - 23.07.2022

Dear Mr. Amol Babu Borse

EMP ID - BF145

With reference to the discussion and interviews you had with us and as agreed we are pleased to offer the below in our company on the following terms and conditions.

- (1) You will be appointed as **Associate - Fruits & Vegetables** in our company for an annual remuneration as per annexure I which will be paid basis the sole discretion of the company. You are advised to join the company on 23rd July 2022. Your initial place of posting will be at **Mumbai (F&V)**. It is a condition of your employment with the company that the management in its absolute discretion may transfer you to any position, or to any department of the company and you can be posted in any place in the Indian Union or overseas at any time. Further your services can also be lent or transferred to any subsidiary or associated company by the management in its sole discretion. In the event of your transfer, you will be governed by the rules and regulations of the Company/Unit regarding working hours, weekly off, holidays and other conditions of employment as existing in the new Company/Unit.
- (2) PF, TDS deductions and any other tax deductions, if applicable, will be done from your CTC as per rules by government and company policies.
- (3) It is understood that our decision to appoint you is based on the information given by you in the Curriculum Vitae/Application and during the interview you had with us. If at a later stage, it is found that the information you had provided is false, your services are liable to be terminated on immediate basis. The company has set procedure of Background Verification which will be conducted after joining and submission of the required documents and company reserves the right to modify this policy at any time as per requirement.
- (4) You will be entitled to a total of 18 days of casual, sick and privilege leave as per the Company's Leave Policy.
- (5) During the continuance of your employment with us, you will not, without our permission in writing, carry on any business or enter any contractual services of or be employed by any other firm, company or persons in any capacity, for any part of your time, whether during working hours or otherwise. You will devote your whole time and attention exclusively to your duties to promote the interest of our Organization and will not utilize or divulge to any person or persons any of our trade secrets or affairs. Any business activities existing in your name prior to joining service should be disclosed and permission betaken from the Company to continue with the activities.
- (6) You will be appointed on a probation period of 6 months which will be evaluated during six months.
- (7) In case you want to leave your job, you must give one month's notice in writing, or you have to pay an amount equivalent to one month's salary. Likewise, your services may be terminated at any time without assigning reason by giving one month's notice in writing or an amount equal to one month's salary. In case you leave our employment without notice, we shall have the right to deduct as liquidated damages an amount equivalent to one month's salary from any amount that may be due to you. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on separation from the Company.
- (8) You will be responsible for the safekeeping and return, in condition and order, of all the Company's property that may be in your use, custody or charge.

Regd Office: BG-05, Unitech's Arcadia, Sector 49, South City 2, Gurgaon, Haryana, India, 122018

Corporate Office: Unit No. S47-550, 5th Floor, JMD Megapolis, Sohna Road, Sec 48, Gurgaon- 122018 (Hr.)

CIN No. U15400HR2022PTC02054 | PAN: AAKCB5944P | Email ID: info@countrydelight.in



BEEJAPURI FRESH PRODUCTS PRIVATE LIMITED

- (9) You will keep us informed of any change in your residential address and telephone numbers or civil status - information we will need for various purposes.
- (10) You will be governed by the rules and regulations enforced by the Company from time to time.
- (11) You shall, throughout the service of the company conduct yourself in a manner befitting a responsible member of the staff. In case your conduct and/or behavior is found to be undesirable, the company reserves the right to terminate your services forthwith without any compensation, notice or salary in lieu of notice.
- (12) You will retire from the services of the company on completion of 58 years of age or on completing 30 years of service in the company, whichever is earlier.

The above terms and conditions are liable to be changed without any reference to you. You will always be governed by the relevant rules of the company applicable to the staff of your category, which are in existence or may be modified from time to time.

Kindly return the duplicate copy of this letter duly signed as token of your acceptance.

Documents required at the time of Joining

1. Photocopy of the highest academic qualification and any other certificate/Diploma, which may be relevant to your job.
2. Experience certificate and relieving order from the last employer.
3. Proof of last salary drawn.
4. Photographs.
5. Form 16 and Income Tax Pan Number.
6. Age Proof.
7. Residence Proof.

Thanking you.

For, Beejapuri Fresh Products Private Limited

Sucharu 

(Sucharu)
Asst. Manager - HR

I hereby accept the above terms and conditions.

Amol
Amol Babu Borse



BEEJAPURI FRESH PRODUCTS PRIVATE LIMITED

Annexure 1

Details of Salary Components

Components	Monthly	Yearly
Basic	13263.00	159156.00
HRA	5305.00	63660.00
Special Allowance	6132.00	73584.00
PF-Employee Contribution	1800.00	21600.00
LWF	25.00	300.00
Gross Salary	26525.00	318300.00
PF- Employer Contribution	1800.00	21600.00
ESIC	0.00	0.00
CTC	28325.00	339900.00

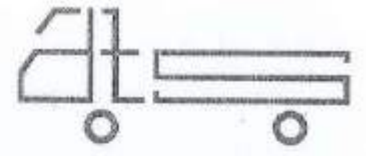
Secretary





A ISO 9001 : 2008 Registered company

Providing Specialised Third Party
Logistic Services



DTS LOGISTICS
Distribution at its best

Date: 05 APRIL 2023

Appointment Letter

Name : VISHAL ANIL CHAVAN
DESIGNATION : ACCOUNTANT ASSISTANT.
COMPANY NAME : DTS LOGISTICS
JOINING DATE : 05 APRIL 2023

Subject: Appointment Letter

Dear Mr.

Thanking you for signing the job offer letter. I am pleased to let you know that your employment with our company DTS LOGISTICS has been confirmed for Account Assistant.

As agreed your joining date will be 05 April – 2023 and your working hours from 09.00 a.m. To 6.00 p.m. Monday to Saturday.

Salary For the post Is Rs.15000 /p.m.

Congratulation on your appointment & welcome to DTS LOGISTICS. We look forward to years of productive cooperation and success. We wish you the best of luck in your new position.

Thanking you,

Yours faithfully

For DTS LOGISTICS



Authorized signatory

Regd. Office : P-58, MID C Area, Behind Ujwal Agencies, Satpur, Nashik 422 007
Tel.: (0253) 2350078 TeleFax. (0253) 2362578

E-mail : chetan.deshmukh23@gmail.com Website : www.dtslogisticsindia.com

Our Branches : Nashik, Sinnar, Igatpuri, Aurangabad, Pune, Kolhapur, Baramati, Mumbai



E-RECEIVED

Date: 7/23/2022

NEEM Trainee No: NTTF TMLPCV I33 2022 041

Dear. VISHAL BALIRAM DEORE,

NEEM-Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be thirty-six (24) months with start date of 7/23/2022 and end date of 7/22/2024 leading to Diploma in Automobile Manufacturing Technology certification.
2. It shall not be obligatory on the part of the NEEM Facilitator/NTTF to offer any employment to the trainees on successful completion of period of training in the establishment where he / she has completed the training nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the NTTF/the establishment. As NEEM Trainee undergoing Training in an establishment, you shall be a trainee and not a workman/employee under any circumstances and as such, the provisions of any law with respect to a workman/employee shall not apply to or in relation to you.
3. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment
4. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
5. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM TRAINING in a proforma prepared and approved by NEEM Facilitator.
6. When the contract of Training is terminated for failure on your part to carry out the terms of contract you shall refund to the NEEM Facilitator as cost of training such amount as may be determined by the NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).



NETTUR TECHNICAL TRAINING FOUNDATION

An IMS Certified Training Institute (ISO 21001, ISO 9001, ISO 14001, ISO 45001)
Corporate Office : Post Box No. 5857, 23/24, II Phase, Peenya Industrial Area, Bengaluru-560058.
Phone : +91 80 64509866 | Fax: 080-28397136 | E-mail: corptrg@nttf.co.in | CIN:U85110KA1999NPL025461



7. The Contract of Training can be terminated without compensation payment to the NEEM Trainee, in the event –
 - a) If you secure gainful employment (on production of copy of the appointment letter).
 - b) If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
8. For breach of contract by NEEM Facilitator, NEEM Facilitator shall pay compensation to you in accordance with the Minimum Wages specified for that Category.
9. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
10. NEEM Facilitator will formulate a "Training Programme" for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
11. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.
12. The Stipend for a particular month shall be paid before the 10th of the following month
13. Any disagreement or dispute between NEEM Facilitator (NTTF) and the NEEM Trainee arising out of the Contract shall be referred to the Governing body of NEEM Facilitator.

ENDORSEMENT:- I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by NEEM Facilitator or any guarantee of employment.

For NEEM FACILITATOR

Accepted and Agreed


Authorized Signatory Signature


(Signature of the NEEM Trainee)

Full Name:

Date:

Page 2 of 2

NETTUR TECHNICAL TRAINING FOUNDATION

An IMS Certified Training Institute (ISO 21001, ISO 9001, ISO 14001, ISO 45001)
Corporate Office : Post Box No. 5857, 23/24, II Phase, Peenya Industrial Area, Bengaluru-560058.
Phone : +91 80 64509966 | Fax: 080-28397196 | E-mail: corpstrg@nttf.co.in | CIN:U85110KA1999NPL025461



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



29th September 2022

Ms. Gauri Deore
B-604, Star Max, Madhav Nagar,
Tushar Park, Goodwill Square,
Dhanori, Pune - 411015

Dear Gauri,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Application Engineer - GCOE** at Pune for this position you will report to Anil Tiwari – Operations Manager.

You are advised to join us on or before **29th November, 2022**. Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 7 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process we would be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

A handwritten signature in black ink, appearing to read 'Divya Jha'.

Divya Jha
Director – Human Resources

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



Salary Annexure

Name of the Employee : Gauri Deore
Grade : 168
Designation : Application Engineer
Location : Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	16042	192500
House Rent Allowance	8021	96250
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	14571	174850
Gross Salary	45833	550000
Provident Fund	1925	23100
Gratuity	772	9259
Cost To Company (CTC)	48530	582359
Target Variable (STI)*		55000
Target Total Pay (CTC+Variable)		637359

- *STI (Short Term Incentive Plan) clause*: Details of the plan will be shared after joining the organization.*
- *Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.*

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Dhumal Industries India Private Limited

Corrs.: E-36, D Road, MIDC, Satpur, Nashik - 422 007, Maharashtra, India.

Tel.: +91 253 2350684, 2350384, 2351584

Visit us : www.dhumal.com CIN : U01210MH1999PTC119449

Works : Plot No. 157 B2 + 3, At Ram Shej, Aashewadi, Peth Road,
Tal. Dindori, Dist. Nashik - 422 203

DHUMAL

March 26th, 2023.

To,
Mr. Dhiraj Prakash Jadhav,
Nashik.

Subject: Letter of Offer Cum Appointment as Jr. Executive. – Sales & Marketing

Dear Mr. Dhiraj Prakash Jadhav,

Subsequent to our discussions & interview you had with us; it is our pleasure to extend the Letter of Appointment as "Jr. Executive. – Sales & Marketing".

Your CTC (Cost to Company) Break-Up is defined in Annexure "A" of this letter.

You are requested to report for duty on or before Sunday, April 02, 2023.

Your employment with Dhumal Industries India Pvt. Ltd. will be governed by Company's policies, modified from time to time and at Company's sole discretion, upon notice to you. The terms contained herein must be read as a part of all of the Company's current policies.

Work Location

Nashik (Maharashtra - India). You may also be required to travel on assignments in any zone of operation by Dhumal Industries India Pvt. Ltd. and its associated companies. You may be assigned, transferred or deputed to offices, departments or units of Company and/or its affiliates and/or their contractors and clients, whether in India or overseas. In the event of any such assignment/s, transfer or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation or transfer. You shall serve the Company loyalty & honestly and shall devote your full time and attention to the business of the Company and shall also use your best endeavor to promote the interest of the Company and perform duties assigned to you diligently. You will not engage yourself in any other consultation practice, employment – full time / part time other than Dhumal Industries India Pvt. Ltd. till you are engaged with Dhumal Industries India Pvt. Ltd.

Non-Competition

During the term of this agreement and a period of one (1) year following the termination of your employment, you shall not directly or indirectly, on behalf of any individual or entity, be employed by any Company client, vendor, broker, end-client, end-user or any entity introduced to you by Company or any entity that you provided services for or through pursuant to your obligations under this Agreement. You further agree not to solicit, accept or divert any employment, business, and consulting contracts or make any contacts with any client, vendor, end-client, and end-user or otherwise take away from the Company any business the Company had or was actively soliciting during the Employee's employment. This paragraph shall survive the termination or expiration of this Agreement.





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NEDIT COMPUTERS KUDASHI

At. Post Kudashi, Taluka: Sakri, Dist. Dhule, Maharashtra, India.

Tel. No.: + 91 02551-224013 Mobile No.: 9423626611

Email: atc21210062@rediffmail.com URL: www.mkcl.org

Date : 03:03:2022

Joining Letter

This certificate is given that **Ms. Pooja Dattatraya Jagtap** is our computer He has been working in the institute for the Joining Date: 25.12.2021

This certificate is given to them on the basis of their good work experience .

(Faint signature)



This certificate is given that **Ms. Pooja Dattatraya Jagtap** is our computer He has been working in the institute for the Joining Date: 25.12.2021

This certificate is given to them on the basis of their good work experience .

डॉ.हेडगेवार सेवा समिती, नंदुरबार.

अध्यक्ष : श्री. कृष्णदासभाई का. पाटील

सचिव : डॉ. नितीन वि. पंचभाई

Email : hssnandurbar@gmail.com

कार्यालय: (02468) 294209, मो. 9829496022



नास्ति सेवासमो धर्मः

१/३, हरचंद नगर, एस.वी.आय. नळवारोड शाखे मागे, नंदुरबार-४२५४१२.

संस्था नोंदणी क्र.महा/२४३९/धुळे दि.१८/०९/१९९९

सार्व.न्यास नोंदणी क्र.एफ/२२६८/धुळे दि.२२/०५/१९९२

Website: www.hssnandurbar.org.in



जा.क्र.डॉ.हे.से.स./०६ ITC 2022-23

दिनांक : ०२/०४/२०२२

To
Gokul Bhimarav Khalane
Mali Galli, At.Mahal Pandhari
Post.Ner, Ta.Dis. Dhule. Pin-424303

We are happy to inform you about engaging your contractual services as **Agronomist** for the project "Aspirational District Programme" (ITC MISSION SUNEHARA KAL). The period of your contractual services is up to Eleven months from the date of your joining. You will get an emolument of Rs. 18000/- per month during service period.

Note: Your contractual services will be hired following the terms and conditions attached herewith.



Yours

Secretary

Dr. Hedgewar Seva Samiti
Nandurbar

Terms & conditions
accepted

Gokul Bhimarav Khalane.

1) Leave :

- i) Since the Agronomist does not have status of regular employee He is not entitled for any regular leave.
- ii) Agronomists is allowed to avail Casual Leave (CL) and Restricted Holidays as per rules of the organization and as issued from time to time. In addition to the above, the casual leave of special nature (not to be construed as special casual leave for regular employees), not exceeding 12 days in a Service Period, may also be allowed to meet unforeseen circumstances.

2) Income tax :

The emoluments drawn by the contractual staff will be subject to the income tax rule applicable from time to time.

3) TA / DA on tour :

A vehicle personally owned by an employee and authorized for field work use will be compensated when actually driven for such purpose and will be reimbursed a fixed amount as following

- a. For Two Wheeler Rs. 3/km will be allowed.
- b. For public transport like Train, Bus, Actual Bills/ Tickets with reservation charges for general class will be approved if any.

4) Other condition :

- i. The Agronomist will be under the administrative control of the concerned Project Coordinator of the project.
- ii. If any Agronomist leaves his assignment without permission for one month, he will stand terminated from the date of his absence.
- iii. Since Agronomists are engaged for the scheme work full time, the Agronomist will not be allowed to do any other work or to accept or hold another appointment with or without remuneration elsewhere.

- iv. The Agronomist may be deputed by the Development Officer/ organization to attend symposia / seminars / conferences / workshop etc., in India.
- v. Agronomists are full time workers and are required to adhere to the administrative, financial and disciplinary regulations of organization where the incumbent is working. Regular attendance of the Agronomist will be ensured by the Project coordinator / organization by keeping an attendance register.
- vi. Your services are liable to be terminated by either side by giving one-month notice or pay in lieu of one-month notice. In case you fail to do so, an amount equivalent to one month salary shall be deducted from any amount due and payable to you.
- vii. You will work within the framework of organizational structure; policies and directions as may be laid down / intimated to you by the management / from time to time
- viii. As you are agreed to stay at project location assigned by the management, you need to stay at that location.
- ix. You are supposed to do any other duties assigned by the management/ organization.



K. K. Wagh Education Society

Central Office, Hicabat Haridas Vidyanagari, Amrutdham,
Panchavati, NASHIK - 422 003, Maharashtra
Ph. No. (0253) 222130

Ref. KKWES/Agri. Bio-Tech./ 2122 /2022

Date: 29 MAR 2022

To,
Ms. Kokare Ashwini Bhausaheb,
Deorai Lane, Dabhad,
Tal. Malegaon
Dist. Nashik-424101.

Sub: Appointment Order...

Dear Sir / Madam,

This has reference to your application and subsequent interview in connection with your appointment as a **Laboratory Assistant** on contract basis. We are pleased to appoint you as a **Laboratory Assistant (Agri. Biotech)** at **K. K. Wagh College of Agricultural Bio-Technology, Nashik** on contractual basis for a specific period from 01/04/2022 to 31/12/2022 on a consolidated salary of **Rs. 9,500/- (Rs. Nine Thousand Five Hundred only)** per month per month as details below.

• Basic	=	Rs. 6,500/-
• H.R.A.	=	Rs. 1,600/-
• T.R.A.	=	Rs. 800/-
• City/Rural Allowance	=	Rs. 300/-
• Washing Allowance	=	Rs. 300/-
• Total	=	Rs. 9,500/- ✓

Your Appointment is on the following terms and conditions:-

1. Be it clearly understood and agreed that your appointment is being made on contractual basis for a fixed period as stated above. Your appointment will automatically come to an end on the expiry of the specified period, and no notice or notice pay or retrenchment compensation will be payable to you by the Management. Since your appointment is purely temporary post on a contract basis for a specific period. You will neither have any right nor a lien on the post held by you. Also you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. If your services are terminated before the specified period of your service, except salary for actual days worked, no compensation or remaining salary for un-expired period of contractual and fixed period of appointment will be payable to you by the management.
2. Your services will be liable to be transferred anywhere from one place to another and / or one department to another department or from one college / institute to another college / institute run by the Society purely at the discretion of the management. In event, your services are transferred to any other institute, you will be governed under the rules and regulations as applicable to that institute where your services are transferred.
3. You will not be entitled to any other allowances, increment or other privileges / benefits which will be available to the other regular employees.
4. That you shall require and assure that you will complete the aforementioned contractual period of your employment.
5. You will devote your whole time and attention to the interest of the College / Institution and will not engage yourself in any other work either paid or in honorary capacity.
6. Your appointment is being made on the basis of your particulars such as qualifications etc. as given in your application for employment and in case any information as given by you is found false at contract your appointment will be deemed void ab-initio and liable for termination without any salary in lieu of notice.



7. You will be bound by the Rules & Regulations of the Society and office orders in force and framed by the society from time to time in relation to your service conditions, which will form part of your terms of employment.
8. That during or at the expiry of the said period of contractual employment or the extended period of contractual employment, if any, the Management of the Society shall have the right to terminate your service without assigning any reasons therefor. Further, your services shall be liable to be terminated without notice or payment in lieu thereof on disciplinary grounds.
9. That, during the period of your contractual employment, if you are found absent from duty for eight days without obtaining prior permission in writing of the Principal/Head of the Institution or if you proceed on leave without obtaining prior permission or overstay the sanctioned leave then your service shall be liable to be terminated purely at the discretion of the Management without any further reference to you.
10. That your appointment and continuance in employment of the Society is further subject to you being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner.
11. That you shall devote your whole time to the duties assigned to you both time to time and shall not undertake private tuition work without the written permission of the Management.
12. That you shall not accept any contribution or otherwise associate yourself with the raising of any funds or make any offer collections, whether in cash or in kind, in pursuance of any object, whatsoever, or accept or demand from any member of the Society or member of any Association or staff or the student or their guardians or enter into any monetary transactions with them.
13. That you will prepare or publish any book or books with prior permission of the Management or assist anybody else directly or indirectly in the publication of any book.
14. That you shall not utilize or divulge to any person or persons any secret of the Society.
15. That you shall conform to all rules and regulations in force from time to time in the Society / Institution and shall carry out all other lawful orders / instructions / directions of the Principal and Management as are given to you in connection with the day-to-day discharge of your duties.
16. That you shall not practice or incite any student to practice casteism, communalism or untouchability or cause or incite to be caused any other person to damage the property of the Society or behave or encourage or incite any student or any other member of the staff to behave in a disorderly manner in the premises of the Society or outside, or organize or attend any meeting during the Society hours except when you are required or permitted by the Management of the Society to do so.





K. K. Wagh Education Society

College of Arts, Science & Commerce, Vidyanagar, Nashik, Dist. Nashik
Pincode: NASHIK-422 003, Maharashtra
Ph. No. 42253-222114, 222

Ref: KKWES/Agri-Tech/

37398

2022

Date

17 SEP 2022

OFFICE NOTE

Ref: 1) Appointment Order No. KKWES/Agri-Tech/37398/2022,
dt. 29/03/2022

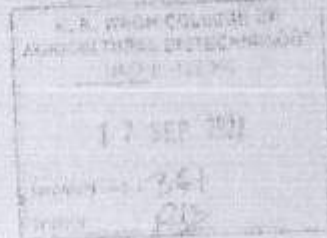
2) Executive Board Meeting dated 06/08/2022, Resolution No. 99

With reference to above referred Appointment Order dt. No. 1) Ms. Kokare Ashwini Bhimabehn working as an Laboratory Assistant (Agril. Bio-tech) at K. K. Wagh College of Agricultural Bio-Technology, Nashik.

Ms. Kokare Ashwini Bhimabehn shall be paid 'Special Allowance' of Rs. 2,000/- p.m. (Rs. Two Thousand Only) w.e.f. 01/08/2022.

Note: The above Allowance shall be paid quarterly.

Prof. K. S. Bando
Secretary
K. K. Wagh Education Society
Nashik



Copy to: 1. The Finance Manager, K. K. Wagh Education Society, Nashik.

2. Dr. V. M. Sawhney, Co-ordinator, Sarawati Nagar Campus

Copy to:

1. The Principal, K. K. Wagh College of Agricultural Bio-Technology, Nashik.

2. Ms. Kokare Ashwini Bhimabehn, Laboratory Assistant (Agril. Bio-tech) through the Principal, K. K. Wagh College of Agricultural Bio-Technology, Nashik.

3. Personal file with Central.

Date: 02 Feb 2023

Mr Kshirsagar Tushar Mahendra
Samode samode tal Sakri Dist.Dhule

Samode 424306

Employee No: 2720246

Dear Mr Kshirsagar Tushar Mahendra

Appointment Letter

We are pleased to appoint you in our organization as Sales Officer subject to the following terms and conditions:

1. Your contract will commence from 02 Feb 2023 and expire on 31 Mar 2024 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 02 Feb 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of

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Salary Annexure

Employee No: 2720246

Particulars	Amount
Basic	8000
House Rent Allowance	3200
Conveyance	1600
Employer PF Contribution	1633
ESIC - Employer	528
Works Allowance	4009
Statutory Bonus	1030
Total Amount	20000
Amount In Words(Rs)	Twenty Thousand Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	8000
House Rent Allowance	3200
Conveyance	1600
Works Allowance	4009
Statutory Bonus	1030
Gross Earnings	17839
DEDUCTIONS *	Amount
Employee ESI	122
Employee PF	1633
Professional Tax	200
Total Deduction	1955
Net Salary	15884

* 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.

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Date: 02 Feb 2023

Mr Kshirsagar Tushar Mahendra
Samode samode tal Sakri Dist.Dhule

Samode 424306

Employee No: 2720246

Dear Mr Kshirsagar Tushar Mahendra

Appointment Letter

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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.
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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.
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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.
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STRICTLY PRIVATE AND CONFIDENTIAL

Date: 24-03-2023

Dear Mahesh Vishwanath Pagar,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

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

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Digital Product Finance - Prime" at G802 Band.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **06-04-2023** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

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

3. HOURS AND PLACE OF WORK

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

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

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

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

JR & Application No.	:	JR00110122 1206295
Full Name	:	Mahesh Vishwanath Pagar
Consent Details	:	Accepted
Date & Time	:	24-03-2023 12:42:10 PM
Mobile	:	9579528585
IP Address	:	114.79.189.85

Page 1 of 9

Bajaj Finance Limited

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

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No:
LKSU716AM196/P/EO12961

www.bajajfinserv.in/finance



- (b) After termination of employment, all or any information of the company shall be considered to be Confidential Information and you will continue to be under an obligation to maintain confidentiality about any tangible or intangible information of the Company. Accordingly, you shall restrain from indulging in spreading of any false / defamatory / instigating / abetting / unlawful content on "Digital Media" (as described in Clause 5.4 above) which may prejudicially impact (directly or indirectly) the reputation of the Company and /or its group companies, subsidiaries, affiliates, or other partnerships.
- (c) In the event that your employment is terminated by the Company or by you prior to 12 months from your employment Commencement Date, you hereby agree to pay back the entire lumpsum amount (whether in the form of sign on amount or joining bonus or notice period buy out or any other form of payment) if any received by you, within 30 days after such termination.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

JR & Application No.	:	JR00110122 1206295
Full Name	:	Mahesh Vishwanath Pagar
Consent Details	:	Accepted
Date & Time	:	24-03-2023 12:42:10 PM
Mobile	:	9579528585
IP Address	:	114.79.189.85

Bajaj finance Limited

- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

JR & Application No.	:	JR30110122 1206295
Full Name	:	Mahesh Vishwanath Pagar
Consent Details	:	Accepted
Date & Time	:	24-03-2023 12:42:10 PM
Mobile	:	9579528585
IP Address	:	114.79.189.85

15. GENERAL

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

JR & Application No.	: JR00110122 1205295
Full Name	: Mahesh Vishwanath Pagar
Consent Details	: Accepted
Date & Time	: 24-03-2023 12:42:10 PM
Mobile	: 9579528585
IP Address	: 114.79.189.85

Bajaj Finance Limited

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

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No:
L65910B111987PLC042051

www.bajajfinserv.in/finance



Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 06-04-2023.

By entering the one-time password ("OTP") sent by Bajaj Finance Limited or by submitting physical signature, I hereby confirm that I have read, understood and unconditionally agree and acknowledge to be bound by the terms of this letter

Name and OTP Acceptance, confirming acceptance of the above terms and conditions

JR & Application No.	: JR00110122 1206295
Full Name	: Mehesh Vishwanath Pagar
Consent Details	: Accepted
Date & Time	: 24-03-2023 12:42:10 PM
Mobile	: 9579528585
IP Address	: 114.79.189.85

AUTHORISED SIGNATORY
BAJAJ FINANCE LIMITED



Digitally signed by
DS BAJAJ FINANCE
LIMITED 1
Date: 2023.03.24
12:42:16 +05:30
Reason: Security
Location: Pune

Page 9 of 9

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune - 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 055, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No:
L65910MHHS192012961

www.bajajfinserv.in/finance



Abuzar Quraishi
Zian Healthcare
598 Mhb Colony
MALEGAON 423203
1/6/2023

Mohammed Awais
Qilla MALEGAON
423203

Dear Awais :

Zian HealthCare is excited to bring you on board as [job title].

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

Zian HealthCare is offering a full time position for you as DME Digital Marketing Executive 1st june at HO.

In this position,Zian HealthCare is offering to start you at a pay rate of {8000/_monthly} You will be paid on a monthly basis, starting

As part of your compensation, we're also offering [if applicable, you'll describe your bonus, profit sharing, commission structure, stock options, and compensation committee rules here].

As an employee of Zian HealthCare you will be eligible for benefits, such as health insurance, stock plan, dental insurance, etc.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before [offer expiration date].

Sincerely, Abuzar

Quraishi[Bdm]

This [job offer letter](#) downloaded from [Betterteam](#).

SPB/HR/SPPL/180

November 10, 2022

Mr. Shailesh Uttamrao More,
Maloji Nagar, Surgeon, Tal. - Malegaon,
Dist. - Nashik, Maharashtra - 423203.

Sub: Your APPOINTMENT with Suprabha

Dear Shailesh,

We have pleasure in appointing you in our Company as a full-time regular employee as Trainee Executive - Purchase at Pune. This appointment is contingent on successfully meeting Suprabha's hiring criteria, which includes reference checks. By signing this Appointment letter, you confirm to the Company that you have no other contractual commitments or legal obligations that would prohibit you from performing your duties for the Company.

The terms and conditions of your appointment are as under:

I. APPOINTMENT

1. Your position will be Trainee Executive - Purchase, with reporting responsibilities to Ms. Roopa Kalambi (A.G.M - Purchase).
2. Your date of appointment is effective from the date of joining, November 2, 2022.
3. You shall be on probation/training for a period of 6 months from the date of your joining. The period of probation is liable to be extended by management, as it may deem fit. You will be confirmed in the services of the company, on satisfactory completion of probationary period, a review will be taken and if found satisfactory you will be absorbed in the regular services of our company.
4. Your Services may be terminated by the Management during the training period without notice and on completion of the training period without notice. In Case of resignation from your side two month's notice to be given or two month's salary in lieu of the notice period if you want to be relieved immediately.

S. Bantwal
Employer Signature

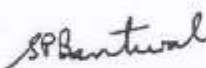
Samru
Employee Signature

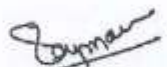
1

5. Any contrary representations that may have been made to you are superseded by this letter of appointment. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's Human Resources policies and procedures, may change from time to time, the "with notice" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).
6. You will be liable to be transferred in such other capacity as the Company may from time to time determine to any other location in India, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
7. You will be retired from service on attaining superannuation at the age of 58 years, or earlier in case you are found physically/mentally unfit to work any longer.

II. COMPENSATION

1. During the period of probation, you will be paid a consolidated salary of Rs.25,000/- per month and is payable in accordance with the Company's standard payroll schedule. This includes all the allowances and will be subject to adjustment as defined and required by the Indian Laws in effect from time to time. This compensation also includes all the allowances to be provided according to Indian laws.
2. During the period of probation, you will receive a consolidated salary through NEFT payment, after deductions. You will receive your salary structure along with the confirmation letter after the probation period.
3. In all matters, including those specifically not covered by this appointment letter, such as Provident Fund, Leave facilities, etc., you will be governed by such rules as may be applicable to employees of your category in the Company.
4. Income Tax, Professional Tax and other statutory deductions will be as per the rules and regulation of the Income Tax Act and other such Acts.
5. Your CTC will be reviewed periodically as per the company policy. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period.


Employer Signature


Employee Signature

III. SUMMARY OF BENEFITS

1. The company will insure you for personal accident in case of disability or demise as per policy for an amount of **Rs.5,00,000/-**
2. You will be eligible for health insurance provided by the company for you for an amount of **Rs.3,00,000/- per annum.**
3. You will be eligible for 30 leaves in a year which will be accrued to your leave account and can be availed only after completion of 1 Calendar year of service after Confirmation. In case of leave availed within the period of one year it would be treated as loss of pay.

All Benefits are subject to revision at the discretion of management from time to time

IV. VERIFICATION

You have been engaged on the presumption that the particulars furnished by you in your application are correct. In case, the said particulars are found to be incorrect or it is found that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated/canceled without any notice.

V. DUTIES AND RESPONSIBILITIES

1. The company will expect you to work with a high standard of initiative, efficiency and economy. In view of your office, you must effectively perform to ensure the results and you will be expected to work extra hours to achieve this whenever the job so requires.
2. You are required not to engage yourself in any other gainful or commercial employment, business part-time or full time, honorary or remuneratory, directly or indirectly simultaneously as long as you are employed with Suprabha or engage yourself indirectly in any other profitable business connected with the dealings or activities of the company, conflicting with the interests of the company. Any action to the contrary would render your services liable for termination notwithstanding any other conditions in the appointment letter.
3. You are required not to divulge, communicate or pass on any information in any form related to any aspect of the company to anyone not employed by the company. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding any other terms mentioned in the appointment letter.
4. You are required to strictly maintain the secrecy of and not to divulge, communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior.

SP Santwal
Employer Signature

[Signature]
Employee Signature



NANDI SEEDS PRIVATE LIMITED

Regd. Office: 602-A, Poonam Chambers, Dr. A. B. Road,
Worli, Mumbai - 400 018

Tel: +91 22 66 520 625. E-mail: consucare.nandisseeds@biostad.com
CIN: - U01119MH2004PTC147279

Mr. Jayvirsing Patil
Sainagar, Erandol Tal-Erandol
Dist-jalgaon 425109

Date: 25-Apr-22

Dear Mr. Jayvirsing Patil,

With reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you the post of Sales representative IN Nandi Seeds Private Limited AT TR GRADE in our organization.

On joining you are requested to submit the copy of following DOCUMENTS SELF ATTESTED:

- a) Proof of Age.
- b) Certified true copies of your Educational / Professional Qualification.
- c) Copies of all appointment letters if any
- d) Copies of Experience certificate from all previous employment/s if any.
- e) PAN card copy
- f) AADHAR card copy
- g) Two colour passport size photograph
- h) Medically Fit certificate as per our Pre-employment medical tests requirements
- i) Any other information, which you feel should be furnished

This training is subject to you being Medically Fit, as per our pre- employment Medical tests.

On receiving Joining Report and all above Documents, you will be issued a formal letter, terms & conditions in stipulated in the letter will be binding on both sides.

Please return the duplicate copy of this letter duly signed, as a token of your acceptance and indicate your date of joining.

Yours cordially,

FOR NANDI SEEDS PRIVATE LIMITED



HARSHA ADARKAR
VICE PRESIDENT - HUMAN RESOURCES

I accept the above terms & conditions

SIGNATURE:

DATE:

I will join on:

Place :-Malegaon

Date : - / /20

CERTIFICATE

This is to certify that **Mr.Harish Rajendrakumar Rathod** Son/ Daughter of **Mr.Rajendrakumar Chunilal Rathod** worked as **Stamp Vendor and Computer Operator** in my office from **Jun 2020** with our entire satisfaction .

I found him a sincere , honest , hardworking , dedicated employee with a professional attitude and very good job knowledge .He is amiable in nature and character is well .

Sincerely ,



श्री. राजेंद्रकुमार चुनिलाल राठीड
परवाना क्र. दि. ६/७/१९९४
मुद्रांक विद्ये ता, सॉयल हब बिल्डींग, बेसमेन्ट गाळा क्र. १६/९
जिल्हा सत्र न्यायालयासमोर, कॅम्प रोड, मालेगांव जि. नाशिक

Appointment Letter

Personal & Confidential

Date: 23-03-2023

Name : Vishal Pratap Shewale

Location : Malegaon

Tentative Date of Joining : 27-03-2023

Dear Vishal,

Further to the interview & discussion you had with us, we are pleased to offer you as RA Tractor Finance- Sales Officer, in RA Tractor Finance - RA Tractor Finance at Malegaon, Malegaon on the following terms and conditions:

Grade : S1

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	133333	11111
RA	66667	5556
Provident Fund	15000	1333
Total Fixed Pay	215000	18000

(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

Provident Fund:

You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

The details of your remuneration and benefits are given in Annexure.

1. Probation Period:

1.1 You will be on probation for a period of six months or such extended period as may be decided by the Bank based on your performance during the probation period.

1.2 On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

2. Notice Period:

2.1 In case you decide to leave the Bank's services after confirmation, you will be required to give thirty days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay the Bank the salary for the notice period so reduced/waived off. Bank, after confirmation at its discretion can decide to relieve you by giving monthly notice or Salary in lieu of notice.

www.hdfcbank.com



We understand your world

I-Think Techno Campus,
Building Alpha, Next to Kanjur
Marg Railway Station (East),
Kanjur Marg (E),
Mumbai-400 042

2.2 In case you decide to leave the Bank's services during probation period, you will be required to give fifteen days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the bank the amount in lieu of the notice period so reduced/waived off. Bank, during your probation, at its discretion can decide to relieve you by giving 15 days notice or Salary in lieu of notice.

www.hdfcbank.com

Regd. Office: HDFC Bank Limited, HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013
Corporate Identity No: L65920MH1994PLC080618

3. Job description:

Your duties and responsibilities will be explained to you on your joining the bank. However, you shall execute and perform all such duties that may be assigned to you by the Bank from time to time and the Bank reserves its right to change these at its discretion.

4. Location/Transfer:

Your initial place of posting will be Malegaon. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

5. Secrecy:

It is a condition of your employment that you will not, for whatever reason, divulge without an express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received or known in the course of your employment and after the cessation of your employment with the Bank.

6. Alternative Employment:

During the course of your employment with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank. Any act in violation of this provision shall entail initiation of appropriate action as deemed fit by the Bank.

7. Termination of employment:

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

8. Conditions/undertakings:

a) Bank reserves the right to seek references from your current / previous employer (s), at any stage, subsequent to your acceptance of this offer.

b) The medical certificate submitted by you in respect of your medical fitness is in order.

c) You have submitted attested copies of all your degrees and professional qualifications certificates, if any.

d) You are pursuing a course of Graduate/Post Graduate/Professional course which is currently ongoing or the results are awaited and you have been interviewed and offered and submission of pass certificate within one month of publication of result (if applicable).

e) The conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in the event of any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

f) The offer is subject to your consent to you basis your representation, information and details provided by you during the interview and will be subject to the accuracy of your personal information, requisite details, documents, educational qualification and work experience.

g) You have applied for this position on HDFC Bank Career Site/ E-Rec portal for seeking an employment with HDFC Bank. By accepting

All the details filled in and the documents uploaded on HDFC Bank Career Site/Rec portal are true and correct. No discrepancy is found in the information and details provided by you at any stage of your association with HDFC Bank. The Bank reserves the right to take appropriate action against you at Bank's discretion.

You are hereby invited to accept or reject this offer. If you are agreeable to the above mentioned terms and conditions, you may accept the offer by clicking "Accept" tab/button in the portal/system by using your login ID and password within above mentioned period. In case no acceptance is received by us within above mentioned period, we intend to proceed further and accordingly the Offer Letter shall be deemed to be withdrawn.

We welcome you to HDFC Bank and look forward to having a long and mutually beneficial association with you.

A system generated letter with electronic signature of HDFC Bank Ltd.'s authorized signatory and a hard copy with wet signature is provided additionally.

SALARY COMPUTATION		
Components	Per Annum	Per Month
	133333	11111
	66667	5556
Gratuity Fund	16000	1333
Fixed Pay	216000	18000

You will also be eligible for Performance Linked Incentive Pay, as per the policy of the Bank.

You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory provisions.

I-Think Techno Campus
Building Alpha, Next to Kanjur
Marg Railway Station (East)
Kanjur Marg (E),
Mumbai-400 042

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

Item 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

Signature of policy

Handwritten/Printed Name

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.



Guidelines on Dressing Standards

Employees of HDFC Bank, in our interactions with customers, clients, vendors and business associates, are the face of the Bank. It is therefore imperative that our attire should be smart and appropriate for conducting business on behalf of the Bank at all times.

Each of us applies a certain amount of prudence in the choice of our attire and grooming standards. Office attire should be smart and appropriate for conducting business on behalf of the Bank at all times.

Grooming standards for Men

Hair- Hair should be well maintained and cut short. Moustaches / beards neatly trimmed or face clean shaven - daily shave (optional)

Hair should be well maintained and cut short. Moustaches / beards neatly trimmed or face clean shaven - daily shave (optional)

Shirt-Formal wear: T-shirts must be in dark to medium colour tones (black, brown, navy blue, gray or beige) Shirts should be with full-length sleeves and well-tailored (mandatory). If the occasion so demands (formal function / business call to an important Corporate / Client) appropriately chosen for the weather should be worn. Saturdays: Smart casuals are acceptable, Semi formal T-shirts, Semi-formal shirts, Shirts with checks

Shirts must be in dark to medium colour tones (black, brown, navy blue, gray or beige) Shirts should be with full-length sleeves and well-tailored (mandatory). If the occasion so demands (formal function / business call to an important Corporate / Client) appropriately chosen for the weather should be worn. Saturdays: Smart casuals are acceptable, Semi formal T-shirts, Semi-formal shirts, Shirts with checks

Footwear- Leather loafers, dress shoes, oxford shoes, etc. should be worn with socks and coordinated with the trousers and belt. Socks must be in basic colours (black, brown, dark blue) and match the trousers and calf length. Only on Saturdays, semi formal shoes in leather, calf leather or suede.

Footwear- Leather loafers, dress shoes, oxford shoes, etc. should be worn with socks and coordinated with the trousers and belt. Socks must be in basic colours (black, brown, dark blue) and match the trousers and calf length. Only on Saturdays, semi formal shoes in leather, calf leather or suede.

Others- No jewelry should be worn except for obligatory ring or kada.

Others- No jewelry should be worn except for obligatory ring or kada.

Grooming standards for Women

Hair- Hair should be kept neat, neatly combed at all times. Long hair may be tied in a bun or a plait Indian formal wear; Indian saris, Sarees

Hair should be kept neat, neatly combed at all times. Long hair may be tied in a bun or a plait Indian formal wear; Indian saris, Sarees

Western wear- Dresses, Sarees

Western wear- Dresses, Sarees in basic colours: Preferably in black, dark brown, navy blue, beige or very light shades

Attire- Full length shirts, trousers or skirts. Saturdays: Smart casuals are acceptable, Full length denim trousers, Skirts, etc. should be worn.

Attire- Full length shirts, trousers or skirts. Saturdays: Smart casuals are acceptable, Full length denim trousers, Skirts, etc. should be worn.

Footwear- Leather sandals of similar material, Closed shoes, Shoes must be well coordinated with clothes.

Footwear- Leather sandals of similar material, Closed shoes, Shoes must be well coordinated with clothes.

Jewelry- No jewelry should be worn except for obligatory ring or kada.

Jewelry- No jewelry should be worn except for obligatory ring or kada.

OFFER LETTER

To,

Date: 18/03/2022

Mr. Vishal Pratap Shewale

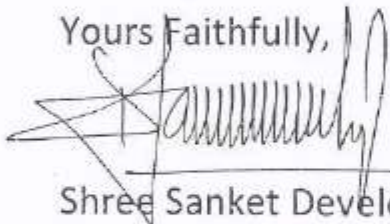
Sub: Offer an appointment as Marketing Officer at our project
Shree Sanket Garden

Reference: Your Application dated 16/03/2022 Interview held at our
office, Shree Sanket Developers, Malegaon.

With reference to your application and subsequent interview
conducted at our office, Shree Sanket Developers, Malegaon,
Management is pleased to appoint you as Marketing Officer to
work in our Sanket Garden Project, on 28/03/2022 a monthly
salary of Rs. 8000.

Thanking You,

Yours Faithfully,



Shree Sanket Developers



Issue Date:19-12-2022

Private & Confidential

Offer-Cum-Appointment Letter

Shisode Karan Ashok,

MU Kersane,

Mu Kersane Post Kersane, Kersane,

Nashik, Maharashtra, India - 423301.

Dear Shisode

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Relationship Manager -Wheels - Used Car at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 23-01-2023. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Nashik - SG Link Road, Nashik 3rd Floor,Shri Gurudev Tower,Plot No.05,Survey No.719/1/2,Shranpur Gangapur Link Road, . You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

For more details of the organization please visit our website : www.pfss.in

We look forward for a long, successful and pleasant association with the Company.

Sincerely yours,

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

| | | |
|------------------------|---------------|--------------|
| Provident Fund | 21600 | 1800 |
| Esic | 7497 | 625 |
| Total Fixed Pay | 260000 | 21667 |
| Basket of Benefits | 24000 | 2000 |
| Total CTC | 284000 | 23667 |

Notes:

- Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive etc. If you are eligible for the same.
- Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.
- Group Mediclaim Policy with coverage of family, as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- PF Co's contribution is 12% of Basic.
- ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in good faith or in violation of applicable law or breach of this



Extending Your Enterprise

www.wns.com

28-Jun-2022

Shreyash Joshi

Somavar Peth 933, Anand Camp, Malegaon

Nashik

India

Letter of offer

Dear Shreyash,

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

Career band: Your career band would be **Professional**.

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

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

Compensation: Your Total Fixed Pay will be **INR 2,30,000 (Indian Rupees Two Lakh, Thirty Thousand Only)** per annum. In addition, you would be eligible for performance linked variable pay as per respective Process Incentive Plan applicable to your Role Band. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **29-Jun-2022**.

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

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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

Accepted and Agreed

Shreyash Joshi
Candidate's Name & Signature

- that is offered to you.
- j. You will automatically retire from the services of the Company on completing the age of 58 years.
 - k. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - l. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.
 - m. Your absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave/training), would be treated as abandonment of service and can lead to your services being terminated without notice.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
- d. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- e. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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

Accepted and Agreed

Shreyash Joshi
Candidate's Name & Signature

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSF) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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

Accepted and Agreed

Shreyash Joshi
Candidate's Name & Signature

| Annexure II | | | |
|---|------------------|--------------------------|--------------------------|
| Name | : | Shreyash Joshi | |
| Title | : | Sr. Associate - Ops | |
| Role Band | : | A | |
| DOJ | : | 29-Jun-2022 | |
| BU | : | Shipping & Logistics | |
| Compensation Component | Ref | Amount(INR)
Per Month | Amount(INR)
Per Annum |
| Basic Salary | | 8,625 | 1,03,500 |
| House Rent Allowance | | 4,313 | 51,750 |
| City Compensatory Allowance | | 1,876 | 22,506 |
| Sub Total - I | A | 14,813 | 1,77,756 |
| Bonus / Incentive (1) | (a) | 2,530 | 30,360 |
| Company's contribution to Provident Fund (2) | | 1,260 | 15,121 |
| Company's contribution to ESI (3) | | 564 | 6,764 |
| Sub Total - II | B | 4,354 | 52,244 |
| Total Fixed Pay | C = A + B | 19,167 | 2,30,000 |
| BENEFITS | | | |
| (i) Gratuity payable As per Payment of Gratuity Act, 1972 | | | |
| (ii) The Company provides following discretionary insurance benefits: | | | |
| Mediclaim Benefit : For Self or Family Floater, as the case may be | | | |
| Personal Accident Insurance : For Employee, as per Company Policy | | | |
| Life Insurance : For Employee, as per Company Policy | | | |
| Nota: | | | |
| (1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance. | | | |
| (2) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952. | | | |
| (3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of monthly salary. | | | |

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

Accepted and Agreed

Shreyash Joshi
Candidate's Name & Signature

FPIPL/HR/Appt. Let/2022
November 2, 2022

Mr. Gunavant Pandurang Sonavane
AT/PO: Kalambu
Tal: Shahada
Dist:Nandurbar
Maharashtra-425 410

Sub: Appointment as "Agronomist"

Dear Mr. Gunavant Pandurang Sonavane,

With reference to the interview you had with us, we are pleased to appoint you for the post of "**Agronomist**" in our Organization, on the following terms and conditions. You will be reporting to **Mr. Prashant Jadhav, "Asst. General Manager- Sales"**.

1. You will be designated as "**Agronomist**" in **Grade-O-II** and your monthly remuneration will be **Rs. 22345/-** per month as Cost to the Company. The breakup of your remuneration details with conditions as per the applicable statute will be as per the enclosed Annexure.
2. Your CTC salary structure is subject to change on the basis of Government notification from time to time regarding amendments in the statutory benefits applicable to you.
3. You will be on probation for a period of six months from the date of appointment. You will be confirmed at the end of the period of probation by a letter of confirmation if your conduct and performance in the appointed position is found satisfactory during the period of probation unless confirmed in writing you will continue to be on probation. Your probation may be extended in writing or your services will be terminated forthwith without further extensions of probation, if either your conduct or your performance falls short of expectations during the period of probation.
4. Your appointment is subject to your undertaking that you will not engage or deal in, or market or sell irrigation equipment or take up employment or assignment for or with any Company, Partnership Firm, Consultancy or Individual engaged in the field of irrigation or any other products and services dealt with by this Company, for a period of three years from the date of our relieving letter.
5. After confirmation of your appointment with the Company, your services can be terminated by either party by giving **Thirty Days** notice in writing or **Thirty Days** salary in lieu of notice without assigning any reason on either side. In case of Salary in lieu of notice, will include only Basic or Basic+DA/Special Allowance components for computation of notice pay/recovery.
6. You shall join the Company as early as possible but not later than **03.11.2022**.

Contd...2/-



FPIPL/HR/Appt. Let/2022
November 2, 2022

Name : Mr. Gunavant Pandurang Sonavane
Designation : "Agronomist"

ANNEXURE TO APPOINTMENT LETTER

| Components of Salary package | (Rs.) |
|--|--------------|
| Grade : | O-II |
| Basic Salary | 9600 |
| House Rent Allowance | 2400 |
| Education Allowance | 200 |
| Conveyance Allowance | 450 |
| Compensatory Allowance(CCA)/ Ex Gratia | 6850 |
| TOTAL A | 19500 |
| Bonus | 583 |
| TOTAL B | 583 |
| TOTAL A + B | 20083 |
| Company's P.F Contribution | 1800 |
| Gratuity As per The Payment of Gratuity Act 1972 | 462 |
| Total C | 2262 |
| Total (CTC A+B+C) Per Month : | 22345 |

1) Gratuity will be paid as per the provisions of the Payment of Gratuity Act 1972 & subject to ceiling and amendment under the said Act.

2) Bonus will be payable annually as per the Payment of Bonus Act 1965 and is subject to change and as per the provisions under the Act subject to amendment from time to time

3) Contribution of Provident Fund shall be as per the provisions of the Employees Provident Fund Act, 1952 subject to amendment from time to time

For Finolex Plasson Industries Pvt. Ltd.



Rustom B. Patel
General Manager - HR & ADMN



MANLITICS

B2B ITES PVT. LTD.

Hi Ajit Thakur,

It was a pleasure interacting with you, Subsequent to our meetings and your interview with the panel members, we are very positive at the prospect of bringing you on board as a valuable team member soon!!

I am hereby extending you an offer as with **Research Analyst** Manlitics B2B ITES Pvt Ltd. based at Baner Pune. I would require certain set of documents from you as part of our standard policy. **Documents in Bold are Mandatory to be submitted on the day of Joining.**

- Copy of Resignation acceptance letter.
- Relieving letters of previous organizations
- Last appointment / salary revision letter
- Last 3 months salary slip.
- **Educational Documents**
- **Bank Passbook Front and Back clear print copy.**
- **Pan card.**
- **Aadhar Card**
- **Cancelled Cheque**
- **Address proof (Light bill, rent agreement)**

As agreed, Your Date of Joining will be **Monday 28th November '22**, post which this offer expires automatically.

Please treat this e-mail as a confirmation of our intent. The Detailed Salary Break-up will be Provided in 10 Working days. Post acceptance of the same.

Feel free to reach us in case you have questions.

We look forward to you having a long and fruitful relationship with Manlitics.

Yours sincerely,
Vishali Bharadwaj.
Executive – Human Resources
For MANLITCS B2B ITES Pvt.Ltd.

CONSULTANCY CONTRACT

This Consultancy Contract (the "Contract") is made and entered into this 7th June 2023 (the "Effective Date") by and between BSE E-Agricultural Markets Limited with its principal place of business located at 25th Floor, P. J. Towers, Dalal Street, Fort, Mumbai, Mumbai City, Maharashtra, India, 400001. (the "Company") And Mr. Gaurav Thorat, R/o A/P Mahatama Phule Nagar Dyane, Tel Malegaon, Dist – Nashik- 423203, hereinafter referred individually to as "Contractual Supervisor" and collectively as "the Parties".

WHEREAS, BSE is India's premier and most diversified exchange and the world's fastest Stock Exchange launched an electronic spot platform for agricultural commodities- "BSE E-AGRICULTURAL Markets Ltd. (BEAM)"- through its subsidiary BSE Investments Ltd. The platform facilitates spot agricultural commodities transactions across value chain consisting of producers, intermediaries, ancillary services and consumers.

WHEREAS, the "Contractual Supervisor" has expertise in supervising the warehouse operations;

WHEREAS, the Company desires to engage the "Contractual Supervisor" to provide services in the area of warehouse operations.

NOW, THEREFORE, the Parties hereby agree as follows:

1. Engagement and Services

- a) Engagement. The Company hereby engages the "CONTRACTUAL SUPERVISOR" to provide and perform the services as per professional standards agreed with the company and detailed in Annexure I (the "Terms of Reference"), and the "CONTRACTUAL SUPERVISOR" hereby accepts the engagement.
- b) Standard of Services: All Services to be provided by "CONTRACTUAL SUPERVISOR" shall be performed with promptness and diligence in a professional manner and at a level of proficiency to be expected of a "CONTRACTUAL SUPERVISOR" with the background and experience that "CONTRACTUAL SUPERVISOR" has represented it has. The Company shall provide such access to its information, property and personnel as may be reasonably required in order to permit the "CONTRACTUAL SUPERVISOR" to perform the Services.
- c) Representation and Warranty. "CONTRACTUAL SUPERVISOR" represents and warrants to the Company that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement or which will interfere with the performance of the Services.

2. Time Period

- a) Commencement. This Agreement shall commence on 8th June 2023 and shall remain in effect until 7th September 2023 or the earlier termination of this Agreement as provided in Article 2 (b) (the "Time Period").

- b) Termination. This Agreement may be terminated by the Company, without cause and without liability, by giving **Ten (10) calendar days** written notice of such termination to the "CONTRACTUAL SUPERVISOR". This Agreement may be terminated by either Party by giving **Ten (10) calendar days** written notice of such termination to the other Party in the event of a material breach by the other Party. "Material breach" shall include:
- any violation of the terms of Articles 1 (d), 3, 5, 6, 7, 9, 11 and 12,
 - any other breach that a Party has failed to cure within **Ten (10) calendar days** after receipt of written notice by the other Party,
 - the death or physical or mental incapacity of "CONTRACTUAL SUPERVISOR" or any key person performing the Services on its behalf as a result of which the "CONTRACTUAL SUPERVISOR" or such key person becomes unable to continue the proper performance of the Services,
 - an act of gross negligence or wilful misconduct of a Party, and
 - the insolvency, liquidation or bankruptcy of a Party.
- c) Effect of Termination: Upon the effective date of termination of this Agreement, all legal obligations, rights and duties arising out of this Agreement shall terminate except for such legal obligations, rights and duties as shall have accrued prior to the effective date of termination and except as otherwise expressly provided in this Agreement.

3. Contractual Payment and Expenses

- a) In consideration of the Services to be rendered hereunder, the Company shall pay "CONTRACTUAL SUPERVISOR" fixed fee of **Rs. 14,000/- (Rupees Fourteen Thousand only)** as Contractual Payment.
- b) "CONTRACTUAL SUPERVISOR" shall be entitled to reimbursement for expenses pre-approved by reporting manager and upon submission and approval of written statements and receipts in accordance with the then regular re-imbusement procedures of the Company.
- c) The "CONTRACTUAL SUPERVISOR" shall submit to the Company an invoice detailing the Services performed and the amount due as per the details provided in the Annexure I.

4. Key Responsibilities and Deliverable

- a) Handling & assisting the Procurement Operations at Procurement Centres in state of Maharashtra and Madhya Pradesh under guidance of reporting manager.
- b) Co-ordinating with State Level Agencies (Societies) for streamlining and execution of the procurement operations, prepare MIS reports as per Company requirement.
- c) Training the Field Level Team of SLAs (State Level Agencies) and FPCs (Farmer Producer Cooperatives) on usage of technology platform, procurement SoP and other areas as finalized by BEAM team.
- d) Resolving the tech related Issues in coordination with Tech team at BEAM.
- e) Any other task assigned by Reporting Manager.

5. Confidential Information

- a) Defined: In this Agreement the term "Confidential Information" shall mean the Work Product and any and all information relating to the Company and its client's business, including, but not limited to, research, developments, procurement data, FPO and farmer related information, technology platform details, process details, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks, trade secrets, customers, suppliers, markets, marketing, finances disclosed by Company either directly or indirectly in writing, orally or visually, to "CONTRACTUAL SUPERVISOR".
- b) Obligations of Non-Disclosure and Non-Use: Unless otherwise agreed to in advance and in writing by the Company, "CONTRACTUAL SUPERVISOR" will not, except as required by law or court order, use the Confidential Information for any purpose whatsoever other than the performance of the Services or disclose the Confidential Information to any third party.
- c) "CONTRACTUAL SUPERVISOR" will not disclose the Confidential Information to anyone outside BEAM employees.
- d) Return of Confidential Information: Upon the termination or expiration of this Agreement for any reason, or upon Company's earlier request, "CONTRACTUAL SUPERVISOR" will deliver to Company all of Company's property or Confidential Information in tangible form that "CONTRACTUAL SUPERVISOR" may have in its possession or control. The "CONTRACTUAL SUPERVISOR" cannot retain any copy of the Confidential Information.

6. Interference with Business

- a) Non-Competition: During the term of this Agreement, "CONTRACTUAL SUPERVISOR" will engage in no business or other activities which are, directly or indirectly, competitive with the business activities of the Company without obtaining the prior written consent of the Company.
- b) Non-Solicitation: "CONTRACTUAL SUPERVISOR" agrees that for a period of one (1) year after termination of this Agreement, "CONTRACTUAL SUPERVISOR" shall not:
- i. divert or attempt to divert from the Company any business of any kind in which it is engaged, including, without limitation, the solicitation of or interference with any of its suppliers or customers, or
 - ii. employ, solicit for employment, or recommend for employment any person employed by the Company, during the Contract Period and for a period of one (1) year thereafter.

7. Insurance

"CONTRACTUAL SUPERVISOR" shall maintain at its sole expense liability insurance covering the performance of the Services by "CONTRACTUAL SUPERVISOR".

8. **Independent Contractor**

The "CONTRACTUAL SUPERVISOR" agrees that all Services will be rendered by it as an independent contractor and that this Agreement does not create an employer-employee relationship between the "CONTRACTUAL SUPERVISOR" and the Company. The "CONTRACTUAL SUPERVISOR" shall have no right to receive any employee benefits provided by the Company to its employees. "CONTRACTUAL SUPERVISOR" agrees to pay all taxes due in respect of the Contract Fee and to indemnify the Company in respect of any obligation that may be imposed on the Company to pay any such taxes or resulting from "CONTRACTUAL SUPERVISOR"'s being determined not to be an independent contractor. This Agreement does not authorize the "CONTRACTUAL SUPERVISOR" to act for the Company as its agent or to make commitments on behalf of the Company.

9. **Force Majeure**

Either Party shall be excused from any delay or failure in performance required hereunder if caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, strikes, lock-outs or other serious labour disputes, riots, earthquakes, floods, explosions or other acts of nature.

The obligations and rights of the Party so excused shall be extended on a day-to-day basis for the time period equal to the period of such excusable interruption. When such events have abated, the Parties' respective obligations hereunder shall resume.

In the event the interruption of the excused Party's obligations continues for a period in excess of ten (10) calendar days, either Party shall have the right to terminate this Agreement upon ten (10) calendar days' prior written notice to the other Party.

10. **Non-Publicity**

"CONTRACTUAL SUPERVISOR" agree not to disclose the existence or contents of this Contract to any third party without the prior written consent of the Company, except: (i) as required by law or court order, or (iv) as may be required in connection with the enforcement of this Agreement.

11. **Assignment**

The Services to be performed by "CONTRACTUAL SUPERVISOR" hereunder are personal in nature, and Company has engaged "CONTRACTUAL SUPERVISOR" as a result of CONTRACTUAL SUPERVISOR's expertise relating to such Services. "CONTRACTUAL SUPERVISOR", therefore, agrees that it will not assign, sell, transfer, delegate or otherwise dispose of this Contract or any right, duty or obligation under this Agreement without the Company's prior written consent. Nothing in this Agreement shall prevent the assignment by the Company of this Agreement or any right, duty or obligation hereunder to any third party.

[Handwritten mark]

12. Injunctive Relief

"CONTRACTUAL SUPERVISOR" acknowledges that a violation of this agreement would cause immediate and irreparable harm to the Company for which money damages would be inadequate. Therefore, the Company will be entitled to injunctive relief for "CONTRACTUAL SUPERVISOR"'s breach of any of its obligations under the said Articles without proof of actual damages and without the posting of bond or other security. Such remedy shall not be deemed to be the exclusive remedy for such violation, but shall be in addition to all other remedies available at law or in equity.

13. Governing Law and Dispute Resolution

This Agreement shall be governed by and construed in accordance with the laws of Republic of India, without giving effect to any choice of law or conflict of law provisions. The Parties consent to the exclusive jurisdiction and venue in the civil court in the city of Mumbai.

14. General

This Agreement constitutes the entire agreement of the Parties on the subject hereof and supersedes all prior understandings and instruments on such subject. This Agreement may not be modified other than by a written instrument executed by duly authorized representatives of the Parties.

No waiver of any provision of this Agreement shall constitute a waiver of any other provision(s) or of the same provision on another occasion. Failure of either Party to enforce any provision of this Agreement shall not constitute a waiver of such provision or any other provision(s) of this Agreement.

Should any provision of this Agreement be held by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provision may be modified by such court in compliance with the law giving effect to the intent of the Parties and enforced as modified. All other terms and conditions of this Agreement shall remain in full force and effect and shall be construed in accordance with the modified provision.

15. Survival of Provisions

The following provision of this Agreement shall survive the termination of this Agreement: Articles 2 (c), 3, 5,6 (b), 8, 9, 11 and 16 and all other provisions of this Agreement that by their nature extend beyond the termination of this Agreement.

16. Exclusiveness:

"Contractual Supervisor" will be in an exclusive contractual assignment with BSE E-Agriculture Markets Limited and will not engage himself / herself alone or in Company with any person in any work or business conflicting with the interests of the Company directly or indirectly or competitors. Further, you shall not at any time disclose to anyone in any manner any information, know-how, knowledge, trade secrets, methods, plans, administrative organization details, security arrangement, etc. during the tenure of your contract with the Company and for a period of one year from the date of end of your contract or termination of your contract with BSE E-Agriculture Markets Limited.

17. Sharing of Information with outsiders / external agencies:

You are hereby informed that with a view to maintain confidentiality, it has been informed that any document, paper, opinion etc. belonging to the company or in possession of the company shall not be shared with outsiders, external agencies, press etc.

Any dispute arising out of this contract shall be dealt by way of Arbitration and the same shall be governed by the Arbitration and Conciliation Act, 1996. The Arbitrator shall be appointed with mutual consent. The venue of arbitration shall be in Mumbai. This contract shall be governed by the Laws of India and shall be subject to the jurisdiction of Courts at Mumbai only.

IN WITNESS WHEREOF, and intending to be legally bound, the Parties have duly executed this Agreement by their authorized representatives as of the date first written above.

Signed for and on behalf of

BSE E- Agricultural Markets Limited

By:

Name: Nilotpal Pathak

Title: Chief Executive Officer



Signed for and on behalf of

By:

Name: Gaurav Thorat

Title: Contractual Supervisor



March 23, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear HARSHAL SONAWANE,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a diagonal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

Dear Kavita,

Thank you for the keen interest you have shown in our organization. Congratulations on being selected for the post of Trainee Engineer. We look forward to you being a part of the Gurukul family and working together to shape the future of Cyber Security!

We would expect you to join as early as possible but not later than 10th October 2022 ,beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

I am super excited and confident that you will be able to make a significant contribution to the success of Gurukul and I look forward to receiving your signed offer packet.

You will be issued a letter of offer with Gurukul on 1st day of your joining. Details and scope of the work will be provided to you on your first day at the company. You will be on probation for an initial 3 months . Your performance will be reviewed each month. In case it's not up to the mark the company extends your probation period or company has the right to discontinue your services. Based on your performance, you should be confirmed with the organization, and you will be eligible for all the benefits of the company.

Salient Terms & Conditions of your appointment with Gurukul are as follows

Your place of work will be "Pune". The following has been agreed upon:

Date of Joining: 10th October 2022

Reporting Time: 9:30 AM

Your Job title will be "Trainee Engineer"

Your annual Total Cost to the Company will be Rs. 4,00,000 LPA (Four Lakh Only), other Company benefits are in addition to your TCC. Attached is the offer break up for your reference.

Your employment with Gurukul Solutions will be on an "at-will" basis. "At will" is defined as allowing either Employee or Employer to terminate the Agreement at any time, for any reason permitted by law, with or without cause and with or without notice. In the event that the Employee wants to terminate the employment, he/she has to provide a three-months notice to the Employer. We respect your ability to leave employment at anytime, for any reason, and with a 3 months notice.

You are requested to contact the Human Resource Dept. to take on your assignment on your joining day and submission of the following documents(photocopies).

1. All educational / technical certificates beginning with 10th standard
2. Passport size photographs (1 No.)
3. Hard copy of your latest C.V.
4. Copy of your pan card- mandatory-2 copies
5. Copy of Address proof-Voter ID/Passport/Adhaar Card- mandatory
6. Relieving letter of previous company if applicable
7. Work certificate if applicable
8. Salary slip(last 2/3 months) if applicable

Please bring the original testimonials for verification.

Please revert me back to the same mail as a token of your acceptance by 9th October 22 .

Please feel free to speak to me for any issues.

Thanks,

Neha Chaudhari, HR Manager

Transform Security Operations. Maximize ROI.

e. neha.chaudhari@gurukul.com <mailto:neha.chaudhari@gurukul.com>



Shubh – Tech Securities & Automation

Shop No,2 Shradha Nagar, at Front of Sharada Netralaya, Nakane Road Deopur Dhule, 424002

Appointment Letter,

Date: 25/05/2022

To, Jayesh Ravindra Kshirsagar

7841804277

Dhule,

Dear Jayesh,

It is our pleasure to offer you as a trainee intern in our organization. We would love to have you join us at Dhule main branch location from 01/06/2022.

The total pay offered to you will be 10,000rs

Let's get on-board and create new things together.

Please convey your acceptance for the job by replying to this mail within a week.

Sincerely,

Shubh-Tech Securities and Automation.

Shubham Gholap

7028014177

LETTER OF APPOINTMENT

Date: 10/10/2022

To: **Pradip Sunil Nikam,**

You are hereby offered a Fixed-Term Appointment with the **Four Colors India Pvt. Ltd.**, in accordance with the terms and conditions specified below, and subject to the provisions of the **Four Colors** Staff Regulations, Staff Rules, and **Four Colors India Pvt. Ltd.** policies applicable to your appointment, and to such changes as may from time to time be duly made to such Staff Regulations, Staff Rules, and policies. This appointment is offered on the basis, inter alia, of your certification of the accuracy of the information provided by you on the personal history form.

Designation: Trainee Engineer

Band: L6.0

Location: Pune

You may however be required to work at any place of the business or as per the later requirement.
Commencement of Employment: Your employment will be effective with us from 10th October 2022.

Salary and Compensation: You will receive the CTC of Rs. 3 Lakh per annum as mentioned in the attached **Annexure II**. The tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM

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

We assure you have a great journey and get our full support for your professional growth and development.



Abhijeet Sapkale

[Signature]



On behalf of **India Operations Head**
Four Colors India Pvt. Ltd.



Connections Direct India Pvt Ltd

Date: 24-09-2022

Ref. No.: Connections Direct/2021-22/001

Miss . **Mayuri Bhausaheb Patil .**

Pune

Dear Mayuri ,

This has reference to our earlier interviews. We are pleased to offer you the position of **CSE** in our organization. A detailed appointment letter will be given to you on the date of joining: - 10-09-2022

Your appointment will be effective from: 24-09-2022

1. You will be on probation for a minimum period of 6 months.
2. During the probation period, your salary will be **INR 13500** CTC per month.
3. While in employment with **Connections Direct Pvt. Ltd.**, you will not
 - work/engage/associate yourself with any business/trade/profession/employment/office-of-profit outside your company responsibilities
 - have a direct or indirect financial interest in or a financial relationship with a company competitor/supplier/customer
 - take part in any company business decision involving an organization that employs your spouse or family member
 - receive/accept any gift/commission/rebate/discount/profit, directly or indirectly, under any circumstances, from any person, company or firm having business relationship/transaction with the Company
4. Separation of service is subject to a notice of minimum 30 days from either side and in the absence of sufficient notice, your salary is liable to be deducted.
5. The Company shall have the right to, take stringent action including severance of services with the Company, without giving due notice or salary/statutory compensation in lieu thereof, in an "Event of Breach", which shall include
 - fraud
 - Absconding: If an employee has not reported to office without information or 3 UL in a row by default he/she is abscond from the process and not liable for any salary payout
 - Behavioral issue (Floor Indiscipline, Alcohol Influence/Drugs, and Women Harassment etc.)
 - Quality and Operational Related Issues- Dual Login, Data Leakage, Theft, Abusive on Call, Forced Closer of Call etc.

Connections Direct India Pvt Ltd

001 / 01A Sixth Floor, City Vista, Downtown Road, Kharadi, Pune, Maharashtra : 411014

www.connectionsdirect.in

We look forward to your support and commitment in your work.

Please sign the duplicate copy of this offer letter and return the same for our records, as a token of your acceptance, within 7 working days of receiving this offer letter.

If we do not receive the duly signed duplicate copy of the offer letter within the time stipulated, then we will consider that you have declined this offer.

With best regards,

Yours sincerely,

For **Connections Direct Pvt. Ltd.**



(HR MANAGER / AUTHORIZED SIGNATORY)

I Accept
Date

Rahul Mahajan



Service Agreement for Employment | Four Colors Technology

Dear Candidate,

Congratulations on your offer from **Four Colors India Pvt. Ltd!**

We are delighted to offer you the position of **Trainee Engineer** with a package of **3 LPA** and an anticipated start date of **1st Feb 2023**.

Please find attached the "Service Agreement" and once receive your signed documents you will receive a further email in some days with the details of the next procedure to follow in order to complete your employment with us.

To sign the document digitally, please follow the below steps:

1. Open the document in **Adobe Acrobat Reader DC**. If you don't have one you can download it, as it is freeware software.
2. Click on the "**Sign**" option at the top right corner.
3. You will find two options here to sign the document,
 - Add Text – Simply add your text format name at the end of the document along with the date.
 - Place Signature – You can add your name in the customized format as per your choice.
4. Once signed, save the document.

Please fill in the valid details only and crosscheck once before sending.

Kindly sign the pdf digitally and revert me via email at pooja.mude@fourcolorstech.com before **16th Jan 2023**.

Any signed documents after this will not be accepted so please follow the timeline.

In the meantime, please don't hesitate to reach out to me through email if you have any questions or concerns.

We look forward to hearing from you and hope you'll join our team!

Thanks & Regards,

Pooja Mude

HR Manager

Mobile No: 9028174800



Appointment Letter

(Annexure 2 "Terms of Employment")

Date : 03-May-2022

Dear Rutvika Parwal,

Following our discussion, we are pleased to extend an offer of full-time employment (on probation basis) with CandorWorks Private Limited (hereinafter referred to as "CANDORWORKS" or the "Company"), beginning on the date "28-Apr-2022" under the terms and conditions detailed in this letter ("Appointment Letter").

1. Commencement Date: The formal commencement date of employment is the date you will be Onboarded formally and added to the payroll of the Company. This offer for employment and the terms and conditions of this Appointment Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date above.

2. Role: Your role as "UI Trainee" will be whole time role; CANDORWORKS has a right to vary your role, position and/or department from time to time, according to the changing needs of the Company or as per business requirement.

3. Remuneration: The details of your salary and other benefits, to which you are entitled, are mentioned in (Annexure 2) of this Letter. The Company shall withhold or deduct any amount of taxes and contributions pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and contribution along with any applicable interest / penalty thereon.

4. Probation: The first six months of your employment is considered as Probationary Period. During the probationary services - the Company holds the rights to discontinue the probationary employment of the employee without notice and compensation for any reason what so ever, generally in regard to expected Performance, Behavior, Ethics and any breach of policies. At the end of your probation period the Company reserves the right to extend your probation period for a further period or terminate your employment by giving Seven (7) days' notice or Basic Pay in lieu of 7 Days' notice.

5. Place of Work: The location of your employment will be the office of CANDORWORKS, Pune, India However, the Company may require you to travel within India or overseas, in accordance with the Company's business needs. Depending on its business needs, CANDORWORKS may change the location of your employment from time to time.

6. Company Policies: You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules

CandorWorks Private Limited

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- Email: info@candorworks.com • Website: www.candorworks.com

immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department or such other appropriate source and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.

7. Duties and Responsibilities: You will be required to perform duties and responsibilities, as may be assigned to you by your Manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work additional hours as may be necessary for you to perform your duties effectively and in accordance with the business requirements and Company's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.

8. No Alternate Employment: Since it is a full-time employment arrangement with the Company, while in the employment of the Company, you are in no way allowed to be employed in any other organization on a permanent, temporary, freelance or part time basis or offer any services with or without consideration to any person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company which may or may not be a Conflict of Interest. You shall comply with all directions given by the Company and faithfully observe all the rules, regulations, and arrangements applicable in this respect.

9. Undertaking: As part of the Employment you agree to execute and comply a separate legally binding "Non-Disclosure, Non-Solicitation and Non-Compete" agreement. In general, you shall not disclose any confidential information of the Company. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by the Company.

10. Background Checks: The Company's offer for employment as per this Appointment Letter is Conditional upon satisfactory feedback from your references and necessary background, academic, credit/financial and criminal checks if required. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company. Though the Company will make every effort to perform Background Checks and Verifications before your onboard, any kind of unsatisfactory response during your employment can lead to temporary suspension or even termination of your employment.

11. Medical Checks: The Company shall reserve the right to get you medically examined, Vaccinated or inoculated by any registered medical practitioner at any time when the Company deems it necessary. Your employment with the Company shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by

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the Company. Further, Unless granted in written, in case of continuous absence due to ill health beyond 7 days , your employment with the Company would deemed to be terminated and you will not be able to claim any compensation beyond the date of your last attendance.

12. Company's Right to Monitor: The Company reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by the Company during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Company equipment or premises cannot be presumed private.

13. Accuracy of Information: The Company's offer for employment is based on the information and documents provided by you to the Company in the application form / Joining data form and otherwise. Such offer shall, at the option of the Company, will be considered null and void and automatically withdrawn; if the Company believes at any times that there is an error or willful suppression of the information or documents provided by you. Should you have already joined the Company, the Company reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against the Company's policy to harass any person (sexually or otherwise) or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation, ones comfort or will. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.

15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory, or disparaging statements about the Company, or the employees, Managers or Directors of the Company that are reasonably likely to cause damage to any such entity or person, on any Online or Offline medium. The company at all times reserve rights to take necessary actions or legal proceeding against any such conduct during or after the employment ends.

16. You are requested to submit the following along with the acceptance of Company's offer to the HR department of the Company:

- a. Four passport size photographs.
- b. Photocopy of your Aadhar Card.
- c. Photocopy of your PAN Card.
- d. Photocopies of your education qualifications certificates.
- e. Photocopies of the previous employer's relieving letters, Salary Slips or Bank statement.
- f. PF details including UAN etc.

17. Separation: The Probationary employee has to serve a notice period of 30 and 60 days in case of confirmed employee.

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1. Involuntary Separation: In case of Involuntary (Where the company initiates the separation) termination of PROBATIONARY EMPLOYMENT, the employee is expected to initiate clearance process on the same day, he/she will not be required to attend the office from consecutive day if the clearance process gets completed. In case of termination of CONFIRMED EMPLOYEE, the employee is expected to initiate handover and clearance process as per directive of the reporting manager. Full payment (basis of their attendance) would be applicable till their last attendance day and an additional Seven (7) days of basic would be payable along with F&F in lieu of the Notice of 7 days given by the company. The 7 days basic pay payable will be at the discretion of the management based on the criticality of termination.

2. Voluntary Separation: In case you have given a notice to resign or terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, (i) require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or (ii) upon your request allow you to leave service during the notice period only upon you making payment to the Company in the form of damages for breach, the amount equivalent to your salary for the balance unexpired portion of the notice period. In case of Absenteeism without intimation - deemed discontinuation (Absconding from work) the employee is accountable to return all office belongings (Including IT & Non-IT Assets) in working condition within 3 days of deemed discontinuation. You would not be able to claim any benefit post the deemed discontinuation and in case of any disbursement, you are required to report & return the said amount without any delay. Non report and/or return would be considered breach of contract and will invite suitable legal action.

18. Misconduct & Nonperformance: The Company reserves the right to dismiss or terminate your employment with Immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part and/or not meeting the minimum performance criteria, including but not limited to the following:

- a) You have seriously or persistently breached any of the terms or conditions of your Employment with the Company.
- b) You did not meet the minimum performance criteria after being operational for two or more consecutive weeks.
- b) You are, in the opinion of the Company, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of the company or otherwise acted in any manner upon which summary dismissal may be justified.
- c) You are convicted of a criminal offence.
- d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property.
- e) Conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients.
- f) You are guilty of an act constituting misconduct as per the Company's policies or standing

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orders, if any.

19. Retirement: You will automatically retire from the Company on attaining the age of 58 (fifty eight) years. An extension may however, be given at the discretion of the Company.

20. Corporate Action: If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms in effect under this Appointment Letter, then you shall have no legal or contractual claim against the Company by reason of the termination of the employment.

21. Garden Leave: The Company may, in its absolute discretion, require you at any time during the employment or notice period not to attend the place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to you by the Company. You shall continue to be employed by the Company during such period and therefore shall be eligible to receive your BASIC pay and benefits during any such period. During any such period, you shall (a) notify the Company of any change of address or contact details, (b) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (c) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave may, at the discretion of the Company, be offset against any annual leave / privilege leave.

22. Restriction on Company's Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Company shall not exceed your fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate you in employment.

23. Separation and Release Agreement: Upon termination of your employment with the Company for any reason, the Company may require you to, and you agree and undertake to sign, a Separation and Release Agreement with the Company at no additional consideration or payment.

24. Indebtedness: If you owe the Company any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or CANDORWORKS, all sums shall be due immediately and subject to set off. Your signature of this Offer Letter is authorization for such a set-off from wages.

25. Entire Agreement: The terms of entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and you including, but not limited to, any representations made during your

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interview(s), whether written or oral. This Appointment Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Appointment Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Appointment Letter.

26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Appointment Letter shall be effective unless made in writing and signed or initialed by all signatories to this Appointment Letter.

27. Waiver: No waiver by the Company of any breach of this Appointment Letter shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Appointment Letter shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Appointment Letter.

28. Data Privacy: The Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as spouse or children). Such data may be received from you, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for relevant and limited purposes. By signing this Agreement, you expressly consent to the following:

- a) the processing of your personal data by the Company;
- b) the collection and processing of sensitive personal data about you for limited purposes;
- c) the transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, vid
- d) treating any personal data to which you have access to in the course of employment
- e) strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.

30. Governing Law and Jurisdiction: This Appointment Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Appointment Letter. You and the Company hereby irrevocably submit to the

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exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum. As a token of your acceptance of our offer and the terms and conditions of this Appointment Letter, please sign a duplicate of this letter, in the space provided below and return the same to the HR Department. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

By signing this Appointment Letter, I, the undersigned, " ", accept the terms and conditions as stated in this Appointment Letter and acknowledge and represent the following:

- a. I have been provided with a copy of this Appointment Letter for review prior to signing it;
 - b. I reviewed the Appointment Letter and that I understand the terms, purposes and effects of this Appointment Letter;
 - c. I signed the Appointment Letter only after having had the opportunity to seek clarifications;
 - d. I was not subjected to duress or undue influence of any kind to execute this Appointment Letter and understanding that this Appointment Letter will not impose an undue hardship upon myself;
 - e. I executed this Appointment Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
 - f. This Appointment Letter is in all respects reasonable and necessary to protect the legitimate business interests of the Company;
 - g. I have all requisite power and authority, and do not require the consent of any third party to sign this Appointment Letter and grant the rights provided herein;
 - h. The execution, delivery, and performance of this Appointment Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
 - i. I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity;
 - j. I confirm my agreement to the terms of this Appointment Letter, and will comply with every Undertaking specified thereto; and
 - k. I am legally permitted to reside and be employed in India.
- The Appointment Letter has "Terms of Employment" as Annexure 1 attached hereto and amended from time to time, as per company policy are an integral part of this offer.
 - Your salary, compensation, perquisites payable on monthly or annual basis (as applicable) and other benefits to which you are entitled shall be as per "Compensation Details" as mentioned in Annexure 2
 - The "Non-Competition, Non-Solicitation and Non-Disclosure" provisions to which Appointment Letter and your employment with the Company are subject to have been mentioned in Annexure 3.
 - Your employment shall be subject to the strict compliance of "Company's Code of Conduct & Ethics" and the confirmation of the same contained in Annexure 4

CandorWorks Private Limited

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| Annexure A | | |
|------------------------------|--------------|---------------|
| Salary Components | Monthly | Annual |
| Basic | 8830 | 105960 |
| Medical Allowance | 1250 | 15000 |
| Special Allowance | 1800 | 21600 |
| Conveyance Allowance | 1600 | 19200 |
| HRA | 4415 | 52980 |
| Adhoc Allowance | 4180 | 50160 |
| Total Gross Salary | 22075 | 264900 |
| EPF | 1800 | 21600 |
| ESIC | 0 | 0 |
| Shift Allowance | 0 | 0 |
| Performance Link Incentive | 0 | 0 |
| Gratuity | 425 | 5100 |
| CTC | 24300 | 291600 |
| PF - Employee Contribution | 1800 | 21600 |
| ESIC - Employee Contribution | 0 | 0 |
| Professional Tax (PT) | 200 | 2500 |
| Debit | 2000 | 24100 |
| Net Pay | 20075 | 240800 |

Please Note:

PF, PT, ESIC, Gratuity & Income Tax deductions will be as per statutory compensation

**PLI will be based on individual performance

Shift allowance is paid on the no. of days worked.

I hereby acknowledge by clicking on "I Agree" button on the HRMS portal for the aligned appointment letter and any other document to me, I solely acknowledge that I am accepting all the above mentioned policies and procedures and the same are applicable to me from the first day of my joining.

Employee Name : Rutvika Parwal

Present Address : 8 , Sanmati Tower , Savata Nagar Nashik Maharashtra 423203

CandorWorks Private Limited,

Date : 03-May-2022



Sylvia Daniel Thinge,
HR Manager

Employee Sign

CandorWorks Private Limited

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Appointment Letter

(Annexure 2 "Terms of Employment")

Date : 03-May-2022

Dear Jayesh Shelar,

Following our discussion, we are pleased to extend an offer of full-time employment (on probation basis) with CandorWorks Private Limited (hereinafter referred to as "CANDORWORKS" or the "Company"), beginning on the date " 20-Apr-2022" under the terms and conditions detailed in this letter ("Appointment Letter").

1. Commencement Date: The formal commencement date of employment is the date you will be Onboarded formally and added to the payroll of the Company. This offer for employment and the terms and conditions of this Appointment Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date above.

2. Role: Your role as "UI Trainee" will be whole time role; CANDORWORKS has a right to vary your role, position and/or department from time to time, according to the changing needs of the Company or as per business requirement.

3. Remuneration: The details of your salary and other benefits, to which you are entitled, are mentioned in (Annexure 2) of this Letter. The Company shall withhold or deduct any amount of taxes and contributions pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and contribution along with any applicable interest / penalty thereon.

4. Probation: The first six months of your employment is considered as Probationary Period. During the probationary services - the Company holds the rights to discontinue the probationary employment of the employee without notice and compensation for any reason what so ever, generally in regard to expected Performance, Behavior, Ethics and any breach of policies. At the end of your probation period the Company reserves the right to extend your probation period for a further period or terminate your employment by giving Seven (7) days' notice or Basic Pay in lieu of 7 Days' notice.

5. Place of Work: The location of your employment will be the office of CANDORWORKS, Pune, India However, the Company may require you to travel within India or overseas, in accordance with the Company's business needs. Depending on its business needs, CANDORWORKS may change the location of your employment from time to time.

6. Company Policies: You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules

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- Email: info@candorworks.com • Website: www.candorworks.com

immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department or such other appropriate source and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.

7. Duties and Responsibilities: You will be required to perform duties and responsibilities, as may be assigned to you by your Manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work additional hours as may be necessary for you to perform your duties effectively and in accordance with the business requirements and Company's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.

8. No Alternate Employment: Since it is a full-time employment arrangement with the Company, while in the employment of the Company, you are in no way allowed to be employed in any other organization on a permanent, temporary, freelance or part time basis or offer any services with or without consideration to any person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company which may or may not be a Conflict of Interest. You shall comply with all directions given by the Company and faithfully observe all the rules, regulations, and arrangements applicable in this respect.

9. Undertaking: As part of the Employment you agree to execute and comply a separate legally binding "Non-Disclosure, Non-Solicitation and Non-Compete" agreement. In general, you shall not disclose any confidential information of the Company. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by the Company.

10. Background Checks: The Company's offer for employment as per this Appointment Letter is Conditional upon satisfactory feedback from your references and necessary background, academic, credit/financial and criminal checks if required. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company. Though the Company will make every effort to perform Background Checks and Verifications before your onboard, any kind of unsatisfactory response during your employment can lead to temporary suspension or even termination of your employment.

11. Medical Checks: The Company shall reserve the right to get you medically examined, Vaccinated or inoculated by any registered medical practitioner at any time when the Company deems it necessary. Your employment with the Company shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by

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the Company. Further, Unless granted in written, in case of continuous absence due to ill health beyond 7 days , your employment with the Company would deemed to be terminated and you will not be able to claim any compensation beyond the date of your last attendance.

12. Company's Right to Monitor: The Company reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by the Company during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Company equipment or premises cannot be presumed private.

13. Accuracy of Information: The Company's offer for employment is based on the information and documents provided by you to the Company in the application form / Joining data form and otherwise. Such offer shall, at the option of the Company, will be considered null and void and automatically withdrawn; if the Company believes at any times that there is an error or willful suppression of the information or documents provided by you. Should you have already joined the Company, the Company reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against the Company's policy to harass any person (sexually or otherwise) or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation, ones comfort or will. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.

15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory, or disparaging statements about the Company, or the employees, Managers or Directors of the Company that are reasonably likely to cause damage to any such entity or person, on any Online or Offline medium. The company at all times reserve rights to take necessary actions or legal proceeding against any such conduct during or after the employment ends.

16. You are requested to submit the following along with the acceptance of Company's offer to the HR department of the Company:

- a. Four passport size photographs.
- b. Photocopy of your Aadhar Card.
- c. Photocopy of your PAN Card.
- d. Photocopies of your education qualifications certificates.
- e. Photocopies of the previous employer's relieving letters, Salary Slips or Bank statement.
- f. PF details including UAN etc.

17. Separation: The Probationary employee has to serve a notice period of 30 and 60 days in case of confirmed employee.

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1. Involuntary Separation: In case of Involuntary (Where the company initiates the separation) termination of PROBATIONARY EMPLOYMENT, the employee is expected to initiate clearance process on the same day, he/she will not be required to attend the office from consecutive day if the clearance process gets completed. In case of termination of CONFIRMED EMPLOYEE, the employee is expected to initiate handover and clearance process as per directive of the reporting manager. Full payment (basis of their attendance) would be applicable till their last attendance day and an additional Seven (7) days of basic would be payable along with F&F in lieu of the Notice of 7 days given by the company. The 7 days basic pay payable will be at the discretion of the management based on the criticality of termination.

2. Voluntary Separation: In case you have given a notice to resign or terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, (i) require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or (ii) upon your request allow you to leave service during the notice period only upon you making payment to the Company in the form of damages for breach, the amount equivalent to your salary for the balance unexpired portion of the notice period. In case of Absenteeism without intimation - deemed discontinuation (Absconding from work) the employee is accountable to return all office belongings (Including IT & Non-IT Assets) in working condition within 3 days of deemed discontinuation. You would not be able to claim any benefit post the deemed discontinuation and in case of any disbursement, you are required to report & return the said amount without any delay. Non report and/or return would be considered breach of contract and will invite suitable legal action.

18. Misconduct & Nonperformance: The Company reserves the right to dismiss or terminate your employment with Immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part and/or not meeting the minimum performance criteria, including but not limited to the following:

- a) You have seriously or persistently breached any of the terms or conditions of your Employment with the Company.
- b) You did not meet the minimum performance criteria after being operational for two or more consecutive weeks.
- b) You are, in the opinion of the Company, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of the company or otherwise acted in any manner upon which summary dismissal may be justified.
- c) You are convicted of a criminal offence.
- d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property.
- e) Conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients.
- f) You are guilty of an act constituting misconduct as per the Company's policies or standing

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orders, if any.

19. Retirement: You will automatically retire from the Company on attaining the age of 58 (fifty eight) years. An extension may however, be given at the discretion of the Company.

20. Corporate Action: If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms in effect under this Appointment Letter, then you shall have no legal or contractual claim against the Company by reason of the termination of the employment.

21. Garden Leave: The Company may, in its absolute discretion, require you at any time during the employment or notice period not to attend the place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to you by the Company. You shall continue to be employed by the Company during such period and therefore shall be eligible to receive your BASIC pay and benefits during any such period. During any such period, you shall (a) notify the Company of any change of address or contact details, (b) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (c) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave may, at the discretion of the Company, be offset against any annual leave / privilege leave.

22. Restriction on Company's Liability: You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Company shall not exceed your fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate you in employment.

23. Separation and Release Agreement: Upon termination of your employment with the Company for any reason, the Company may require you to, and you agree and undertake to sign, a Separation and Release Agreement with the Company at no additional consideration or payment.

24. Indebtedness: If you owe the Company any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or CANDORWORKS, all sums shall be due immediately and subject to set off. Your signature of this Offer Letter is authorization for such a set-off from wages.

25. Entire Agreement: The terms of entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and you including, but not limited to, any representations made during your

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interview(s), whether written or oral. This Appointment Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Appointment Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Appointment Letter.

26. Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Appointment Letter shall be effective unless made in writing and signed or initialed by all signatories to this Appointment Letter.

27. Waiver: No waiver by the Company of any breach of this Appointment Letter shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Appointment Letter shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Appointment Letter.

28. Data Privacy: The Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as spouse or children). Such data may be received from you, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for relevant and limited purposes. By signing this Agreement, you expressly consent to the following:

- a) the processing of your personal data by the Company;
- b) the collection and processing of sensitive personal data about you for limited purposes;
- c) the transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, vid
- d) treating any personal data to which you have access to in the course of employment
- e) strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

29. Severability: If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.

30. Governing Law and Jurisdiction: This Appointment Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Appointment Letter. You and the Company hereby irrevocably submit to the

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exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum. As a token of your acceptance of our offer and the terms and conditions of this Appointment Letter, please sign a duplicate of this letter, in the space provided below and return the same to the HR Department. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

By signing this Appointment Letter, I, the undersigned, " ", accept the terms and conditions as stated in this Appointment Letter and acknowledge and represent the following:

- a. I have been provided with a copy of this Appointment Letter for review prior to signing it;
 - b. I reviewed the Appointment Letter and that I understand the terms, purposes and effects of this Appointment Letter;
 - c. I signed the Appointment Letter only after having had the opportunity to seek clarifications;
 - d. I was not subjected to duress or undue influence of any kind to execute this Appointment Letter and understanding that this Appointment Letter will not impose an undue hardship upon myself;
 - e. I executed this Appointment Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
 - f. This Appointment Letter is in all respects reasonable and necessary to protect the legitimate g. business interests of the Company;
 - h. I have all requisite power and authority, and do not require the consent of any third party to sign this Appointment Letter and grant the rights provided herein;
 - i. The execution, delivery, and performance of this Appointment Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
 - j. I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity;
 - k. I confirm my agreement to the terms of this Appointment Letter, and will comply with every Undertaking specified thereto; and
 - l. I am legally permitted to reside and be employed in India.
- The Appointment Letter has "Terms of Employment" as Annexure 1 attached hereto and amended from time to time, as per company policy are an integral part of this offer.
 - Your salary, compensation, perquisites payable on monthly or annual basis (as applicable) and other benefits to which you are entitled shall be as per "Compensation Details" as mentioned in Annexure 2
 - The "Non-Competition, Non-Solicitation and Non-Disclosure" provisions to which Appointment Letter and your employment with the Company are subject to have been mentioned in Annexure 3.
 - Your employment shall be subject to the strict compliance of "Company's Code of Conduct & Ethics" and the confirmation of the same contained in Annexure 4

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| Annexure A | | |
|------------------------------|--------------|---------------|
| Salary Components | Monthly | Annual |
| Basic | 8830 | 105960 |
| Medical Allowance | 1250 | 15000 |
| Special Allowance | 1800 | 21600 |
| Conveyance Allowance | 1600 | 19200 |
| HRA | 4415 | 52980 |
| Adhoc Allowance | 4180 | 50160 |
| Total Gross Salary | 22075 | 264900 |
| EPF | 1800 | 21600 |
| ESIC | 0 | 0 |
| Shift Allowance | 0 | 0 |
| Performance Link Incentive | 0 | 0 |
| Gratuity | 425 | 5100 |
| CTC | 24300 | 291600 |
| PF - Employee Contribution | 1800 | 21600 |
| ESIC - Employee Contribution | 0 | 0 |
| Professional Tax (PT) | 200 | 2500 |
| Debit | 2000 | 24100 |
| Net Pay | 20075 | 240800 |

Please Note:

PF, PT, ESIC, Gratuity & Income Tax deductions will be as per statutory compensation

**PLI will be based on individual performance

Shift allowance is paid on the no. of days worked.

I hereby acknowledge by clicking on "I Agree" button on the HRMS portal for the aligned appointment letter and any other document to me, I solely acknowledge that I am accepting all the above mentioned policies and procedures and the same are applicable to me from the first day of my joining.

Employee Name : Jayesh Shelar

Present Address : F-1608, R7 Life Republic, Marunji Pune Maharashtra 411057

CandorWorks Private Limited,

Date : 03-May-2022



Sylvia Daniel Thinge,
HR Manager



Employee Sign

CandorWorks Private Limited

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May 2, 2022

HRD/2T/1002849938/22-23

Ms. Akshata Pradip Sonar
Adarsh Nagar
Yawal Road, Dist-Jalgaon
Chopda-425107
India

Ph: +91-8459375101

Dear Akshata,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.05.02 14:02:01 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/1002849938/22-23

Ms. Akshata Pradip Sonar
Adarsh Nagar
Yawal Road, Dist-Jalgaon
Chopda-425107
India

Ph: +91-8459375101

Dear Akshata,

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 **05-May-2022**.

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 broad. 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 2022-23 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.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.05.02 14:02:01 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation)

| COMPENSATION DETAILS
(All figures in INR per month) | | | | |
|---|---------------------------------------|-----------------|----------------------------|---|
| NAME | Ms. Akshata Pradip Sonar | | | |
| 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. | | | | |

LETTER OF INTENT

Dear Sarthak Shewale,

With reference to our discussion we are pleased to offer you a position of **Software Engineer** with **09 March, 2023 as your joining date**. The terms and compensation would be as per the discussion with you at the time of the interview i.e. Total CTC of INR 9.00 LPA.

You will be issued a detailed offer letter on the date of joining the company.

Please sign a copy of this letter as token of your acceptance of the above terms.

Signatures:



(For the Company: Sancharini Gupta)

(Sarthak Shewale)

Note:

1. This offer is valid, subject to clearing of client round (as per applicability) and successful completion of your BGC (Background Clearance).
2. Post offer discussion – As a token of acceptance, you are required to respond in writing, confirming your acceptance of the Letter of Intent;
Post client round clearance – you are required to give a written commitment of removing your profile/resume from the job portals, thereby confirming your decision to join CMSS and that you do not intend to continue with your job search.
3. If any breach found on the above, will result in the offer getting withdrawn.





Connections Direct India Pvt Ltd

Date: 24-09-2022

Ref. No.: Connections Direct/2021-22/001

Miss . Tejal Arjun Zende .

Pune

Dear Tejal ,

This has reference to our earlier interviews. We are pleased to offer you the position of CSE in our organization. A detailed appointment letter will be given to you on the date of joining: - 15-09-2022

Your appointment will be effective from: 24-09-2022

1. You will be on probation for a minimum period of 6 months.
2. During the probation period, your salary will be INR 13000 CTC per month.
3. While in employment with Connections Direct Pvt. Ltd., you will not
 - work/engage/associate yourself with any business/trade/profession/employment/office-of-profit outside your company responsibilities
 - have a direct or indirect financial interest in or a financial relationship with a company competitor/supplier/customer
 - take part in any company business decision involving an organization that employs your spouse or family member
 - receive/accept any gift/commission/rebate/discount/profit, directly or indirectly, under any circumstances, from any person, company or firm having business relationship/transaction with the Company
4. Separation of service is subject to a notice of minimum 30 days from either side and in the absence of sufficient notice, your salary is liable to be deducted.
5. The Company shall have the right to, take stringent action including severance of services with the Company, without giving due notice or salary/statutory compensation in lieu thereof, in an "Event of Breach", which shall include
 - fraud
 - Absconding: If an employee has not reported to office without information or 3 UL in a row by default he/she is abscond from the process and not liable for any salary payout
 - Behavioral issue (Floor Indiscipline, Alcohol Influence/Drugs, and Women Harassment etc.)
 - Quality and Operational Related Issues- Dual Login, Data Leakage, Theft, Abusive on Call, Forced Closer of Call etc.

Connections Direct India Pvt Ltd

001 / 01A Sixth Floor, City Vista, Downtown Road, Kharadi, Pune, Maharashtra : 411014

www.connectionsdirect.in

We look forward to your support and commitment in your work.

Please sign the duplicate copy of this offer letter and return the same for our records, as a token of your acceptance, within 7 working days of receiving this offer letter.

If we do not receive the duly signed duplicate copy of the offer letter within the time stipulated, then we will consider that you have declined this offer.

With best regards,

Yours sincerely,

For Connections Direct Pvt. Ltd.



(HR MANAGER / AUTHORIZED SIGNATORY)

I Accept.....
Date.....

कै.गोविंद नामदेव दुसाने ना.सह. पत. मर्या.मालेगांव

शाखा : मुख्य

रजि. नं- : NSK\MLG\RSR\CR\9446,24-26

फोन : 02448-236888

जावक क्र. 83/22-23

दि. 09/06/2022

प्रति,

विषय- आपल्या नोकरी अर्जाबाबत ...

महोदय,

कु. चव्हाण मनिषा बापु आपणांस कळविण्याचे की व्यवस्थापकांनी आपणांस ता. 06/06/2022 पासून कायमी कर्मचारी करण्याचे ठरविले आहे. आपले पगाराचे धोरण, रवालील प्रमाणे राहिल.

मुळपगार - 98000/- प्रतिमाह

आपणांस जास्तीचे रवास कळविण्याचे की ह्यापुढे आपल्या सेवेचे वेळोवेळी निरीक्षण करण्यात येईल व त्याच प्रमाणेच आपल्या पगाराचे धोरण नक्की करण्यात येईल. ह्याची नोंद घ्यावी आपल्या सेवेच्या बाकीच्या अटी व नियम आपणांस ता. 06/06/2022 रोजी दिलेल्या नियुक्तीच्या पत्रा प्रमाणेच राहतील तसेच पतसंस्थाद्वारा वेळोवेळी नोकरीच्या अटी व नियमांत केलेले बदल सुद्धा आपणांस लागू होतील ह्याची नोंद घ्यावी.

पुनश्च आपले अभिनंदन आणि आशा आहे आपण आपले काम निष्ठापूर्वक करीत राहाल.

स्थळ : मालेगांव

दिनांक : 09/06/2022



मॅनेजर

कै.गोविंद नामदेव दुसाने ना.सह. पत. मर्या.मालेगांव

Ca. Govind Namdev Dusane Na. Co. Pal. Mary. Malegaon

Branch: Main

Reg. No: NSK\MLG\RSR\CR\1556,95-96

Phone: 02554-236848

Outgoing no. 43/22-23

d. 01/06/2022

Per,

Subject- Regarding your job application...

Sir,

Mrs. Chavan Manisha Bapu to inform you that the managers have told you. It has been decided to make permanent employee from 06/06/2022. Our salary policy will be as follows.

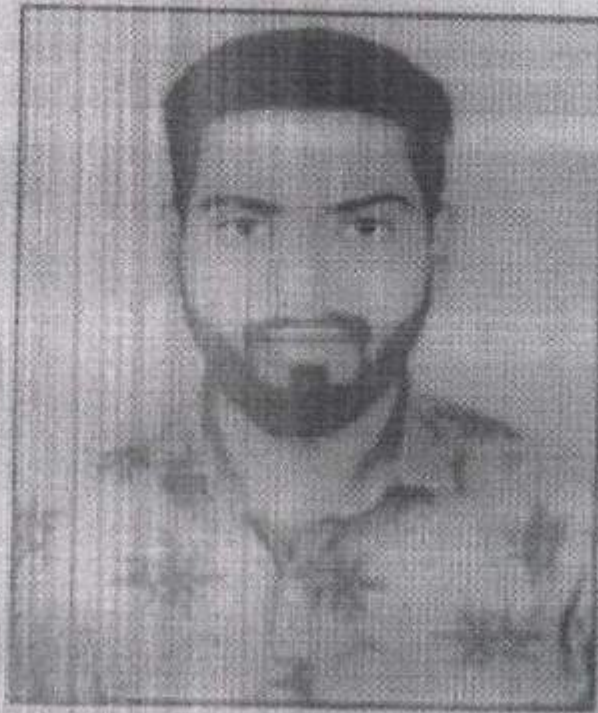
Basic Salary - 14000/- per month

We would like to further inform you that our service will be monitored from time to time and similarly our salary policy will be fixed. Please note that the rest of our terms and conditions of service are available to you. It should be noted that the appointment letter issued on 06/06/2022 will remain the same and the changes made by the credit institution from time to time in the terms and conditions of employment will also be applicable to you.

Congratulations again and hope you continue to do your work faithfully.



SOURCE IT



Dinesh Walmik Ahire

Name

Team Leader

Designation

JNH60609

Employee ID

7097834343

Contact No

A handwritten signature in black ink, appearing to read 'Sagar', written over a horizontal line.

www.sourceit.com

Issuing Authority

UNH MANAGEMENT SERVICES PVT. LTD.

Office No. 104, Technocity IT Building, MIDC, N

Date: Dec 17, 2022
Offer No : QS2895963

LOKESH ANIL BAGAL
A/P.NIMGULTAL, SINDKHEDADIST.DHULE.425408
DHULE 425408
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **LOKESH ANIL BAGAL**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms;

DEPUTATION:

You are deputed to NATCO PHARMA LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from DEC 20, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from DEC 20, 2022 to DEC 19, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at DHULE.

POSITION:

You are appointed as SALES EXECUTIVE.

Offer No : QS2895963

Quess Confidential

Page 1

This is a system generated letter

QUESS Corp Limited
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid DEC 19, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

Quess Confidential
Page 2

Offer No : QS2895963

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-372-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE,
Open the camera on your smart phone and scan.

Date :- 27/01/2022
Name :- Borse Jidnyesh Ramesh
Location:- Umrane

Subject: - Offer Letter for Fixed Term Contract Assignment

Dear Associate : Borse Jidnyesh Ramesh

Congratulations on your new assignment with **GI Staffing Services Private Limited (GISSPL)**.

As per our discussions, we are pleased to offer you the position of **Field Assistant**. In this regard, you will be based at **UMRANE** Location and you will be deputed at our esteemed client **ADAMA INDIA PRIVATE LIMITED** on a Fixed Term contract basis.

The Details of the Offer of Employment are given below & details of Compensation Structure is mentioned in Annexure A.

Start date of Assignment : 27/01/2022
End Date of Assignment : 26-01-2023
Monthly CTC : 13857
Monthly NTH : 10500

As discussed, the broad terms of this contract employment offer are set out hereinafter;

- The formal letter of Appointment will be issued at the time of your joining the Company.
- Your contract employment with the company shall come to an end as per the assignment end date mentioned above or on the date when GISS's services agreement with the Client comes to an end whichever is earlier.
- You will not claim any lien on employment with our Client during or after your employment with GISSPL or the Client.
- You are requested to submit the mandatory documents prior to or at the time of your joining, which will be communicated by our branch spoc via SMS or email.
- Your compensation package shall be as per the enclosed Annexure A.

Appointment letter and other terms and conditions of your Fixed Term Contractual Employment will be shared post your acknowledgment and acceptance of this offer letter. This Offer Letter is valid only till you are issued your appointment letter by **GI Staffing Services Pvt. Ltd.**

Kindly send duplicate copy of the offer letter duly acknowledged and accepted within 7 days of the start date, failing which the offer shall stand withdrawn automatically.

For GI Staffing Services Pvt. Ltd.



Authorized Signatory

READ AND ACCEPTED

Name : Borse Jidnyesh Ramesh

Aadhaar No :

Date-02.12.2022

To,

Mr. Pankaj Chavan,

Dear Mr. Pankaj,

With reference to the interview, you had with us, we are pleased to inform you that we have appointed you for the post of Admin and compliance officer on the following terms & conditions:

1. You will be paid monthly **CTC** salary as per Annexure sheet attached:
2. You will solely devote your full time to work of the company and shall not undertake any other direct/indirect, comparable parallel business or work, honorary or remunerative, six months after leaving this organization except with the written permission of the company.
3. You have to maintain high standard of discipline efficiency integrity and supervise the workers working under your supervision with the best of your ability, you shall take care of all the properties of the company in your possession or under control by virtue of position including fixed and moving tangible and intangible assets, papers, documents etc and hold them /as trusty on behavior of company and avoid damage, loss or destruction of the same.
4. You will work under the supervision as may be decided by the management from time to time. You shall diligently and faithfully carry out instruction given to you by your superiors in connection with work assigned to you and to the best of your power, skill and ability. The company retains the right to modify your responsibilities in nature of your work from time to time or to transfer your primary workplace to any other location, department or branch of the company.

Contd..... 2/-



CERTIFICATIONS & COMPLIANCE



Bynry Technology India PVT LTD

(Contractor of Malegaon Power Supply station)

ID card



Nitesh R. Jagtap

Designation: Field Supervisor

Sign of the contractor

Sign of Employee

Letter of Offer

Strictly Private and Confidential

29-Mar-2023

Rohit Pawar

Dear Rohit,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Gold Appraiser at Senior Officer** grade based at **MALEGAON**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs. 300000/- p.a. (Rupees Three Lakh Only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **06-Apr-2023**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface - "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time. You are required to complete Online Induction and

Classification: Clerk B

IIFL Finance Limited (Formerly known as: IIFL Holdings Limited)

CIN: 167100NN1005PLC093797

Registered Office: IIFL Finance Limited, 10th Floor, IIFL Tower, 100, Naraina Road, New Delhi - 110028, India. Tel: 011-26110000

Corporate Office: IIFL Finance Limited, 10th Floor, IIFL Tower, 100, Naraina Road, New Delhi - 110028, India. Tel: 011-26110000

IIFL Finance Limited is a company registered in India. The company is a subsidiary of IIFL Finance Limited. The company is a subsidiary of IIFL Finance Limited. The company is a subsidiary of IIFL Finance Limited.

Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)

Classification: Class B

IIFL Finance Limited (Formerly known as 'IIFL Holdings Limited')

CIN: L67100MH1995PLC093797

Regd. Office: 111, Shree Siddhivinayak Road, 11th Floor, 11th Cross, Industrial Area, Wagle Estate, Thane - 401004
Tel: 221-221-4000 • Fax: 221-221-0454

Corporate Office: 111/11, Shree Siddhivinayak Road, 11th Floor, 11th Cross, Industrial Area, Wagle Estate, Thane - 401004
Tel: 221-221-4000 • Fax: 221-221-0454 • Email: hr@iifl.com • Website: www.iifl.com

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2225384

Letter of Intent ("LOI")

Dear Amruta Rao,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

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

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

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

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not require signature

ANNEXURE 1

Amruta Rao

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Effective 1st July 2022 your all-inclusive compensation will be revised to **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

June 02, 2022



Ref No: CAN068690

Mr. SHUBHAM VIDYACHANDRA CHAVAN

Ghar No 69 Bhande Lane Somwar Ward Malegaon,
Nashik,

Maharashtra-423203.

Mob No.: 6390915142

Dear Mr. SHUBHAM VIDYACHANDRA CHAVAN ,

SUB: OFFER AS "TRAINEE-RELATIONSHIP EXECUTIVE"

This is with reference to your application and to the subsequent interview you had with us for the above mentioned post of TRAINEE. In this connection, we are pleased to offer you an opportunity as "TRAINEE-RELATIONSHIP EXECUTIVE" in our organization under the following terms and conditions:

1. Your training period will be for duration of one year from your date of joining.
2. Your initial place of posting for the purpose of training will be at our MALEGAON located at, S.N 13 PLOT NO. 72 NEAR SHIVAM HOTEL, SATANA NAKA, MALEGAON DIST - NASHIK, MALEGAON-423203 and this location is subject to change at the sole discretion of management.
3. You will be trained in all functional areas of Lending, Recovery, Credit and Documentation.
4. You will report to your respective Branch Head.
5. During your training period, you will be paid STIPEND and OTHER ALLOWANCES/REIMBURSEMENTS as per Annexure attached.
6. Your training will be for a period of one year from the date of joining. On successful completion of training, the Company shall offer you employment on probation for a period of 6 months.
7. You shall produce the following mandatory documents on the date of joining.
 - a. Passport Size Photos-4 nos.
 - b. Xerox of Pan card & Aadhaar card (compulsory).
 - c. Copy of Address ID proof.
 - d. Proof of Educational Qualification (Original & Xerox Copy) (Internet copies of the marksheets are not acceptable).
 - e. Relieving & Experience Letter from Current Employer for Experienced Candidates.
 - f. Proof of Current Remuneration.
 - g. Driving License submission is mandatory for operations.
 - h. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.
 - i. Form 2, Form 11, Employment Form fully filled up (Attached herewith in the Joining Kit).

The above documents are mandatorily to be submitted on the Date of Joining, failing which Date of Joining is liable to be modified as per Statutory Regulations.

8. Please note that this offer is being issued on the particulars of your qualifications, training, experience, age, present or previous remuneration and benefits etc. furnished by you in your bio-data/ application for training in our organization. Should any of the particulars furnished by you be found to be incorrect or not genuine, your training shall be liable to be terminated without any notice or notice pay in lieu of notice period or any terminal benefits.

This offer of training is valid for a period of 15 days only, failing which, your offer stands cancelled & withdrawn automatically.

We would appreciate, if you could send us a confirmation that these terms and conditions are acceptable to you and would join us at the earliest with intimation to MANSI APTE- SENIOR EXECUTIVE- MANSIAPTE@STFC.IN (7420066612).

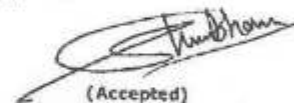
Please sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

Best Wishes,

HR Department

Disclaimer: Shriram Transport Finance Co. Ltd do not engage any consultants or agencies for recruitments.

** This is a system generated letter & does not require signature.



(Accepted)

Shriram Transport Finance Company Limited

HEAD OFFICE: 101-105 Shiv Chambers 151 Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400014. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: 14A, South Phase, Industrial Estate, Ghatkopar, Mumbai-400032. Landline: 044 485 24 668 Fax: 044 485 25 669
Website : www.stfc.in | Corporate Identity Number(CIN)-L85191TN1979PLC007874.

ANNEXURE
REMUNERATION DETAILS OF MR. SHUBHAM VIDYACHANDRA CHAVAN
(TRAINEE-RELATIONSHIP EXECUTIVE - OP2T)

| S.NO. | COMPONENTS | AMOUNT MONTHLY | AMOUNT YEARLY |
|-------|------------------------------|-----------------|------------------|
| 1. | CONSOLIDATED STIPEND | 3500.00 | 42000.00 |
| 2. | HOUSE RENT ALLOWANCE | 2000.00 | 24000.00 |
| 3. | OTHER ALLOWANCE | 3335.00 | 40020.00 |
| 4. | TRANSPORT ALLOWANCE | 3335.00 | 40020.00 |
| 5. | MINIMUM GUARANTEED INCENTIVE | 1000.00 | 12000.00 |
| | GROSS | 13170.00 | 158040.00 |
| 6. | TELEPHONE REIMBURSEMENT | 300.00 | 3600.00 |
| 7. | PETROL REIMBURSEMENT | 2200.00 | 26400.00 |
| 8. | INSURANCE BENEFITS | 250.00 | 3000.00 |
| 9. | PROVIDENT FUND | 1340.00 | 16080.00 |
| 10. | BONUS/EXGRATIA | 700.00 | 8400.00 |
| | CTC | 17960.00 | 215520.00 |

NOTE:

1. Item on Sr.No. 1 to 4 shall be paid through payroll.
2. Item on Sr.No. 5 shall be paid through payroll and adjusted against your earned incentive, if any.
3. Item on Sr.No. 6 shall be paid as Reimbursements.
4. Item on Sr.No. 7 shall be paid as reimbursements on production of Two Wheeler R.C along with Driving License.
5. Item on Sr.No. 8 shall be towards insurance benefits.
6. Item on Sr.No. 9 is company's contribution towards your Provident Fund.
7. Item on Sr.No. 10 as and when declared.

HR Department


(Accepted)

** This is a system generated letter & does not require signature.

Shriram Transport Finance Company Limited

HEAD OFFICE: 101-105 Shiv Chambers 1st Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400614. Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: 14A, South Phase, Industrial Estate, Guindy, Chennai-600 032. Landline: 044 485 24 668 Fax: 044 485 25 868
Website : www.stfc.in | Corporate Identity Number(CIN)-L65181TN1979FLC007874.



ADITYA BIRLA
CAPITAL



Pavankumar Ravindra Devare
Employee No. 558966

A handwritten signature in black ink, appearing to read "Pavankumar".

Holder

A handwritten signature in black ink, appearing to read "T. Shalika Latna".

Issuing Authority

Aditya Birla Capital Private Equity Ltd.

Date- 16/10/2021

PLACEMENT NOTICE

All the MCA students are hereby inform that E-Neuron, Malegaon is providing employment opportunities in its esteemed organisation.

Designation: Software Developer


Location: Malegaon


Job Type: Project Basis

Salary: Negotiable

Qualification: MCA (Appearing/Freshers)

Skills Required: Java Programing.

For - Ms. Nisha Wagh 
Miss. Pooja Merchant
(Training & Placement Officer)


Dr. S. J. Jadhav 16/10/2021
- **Director**
Dr. B. V. Hiray College of
Management & Research Centre
Malegaon Camp, Dist. Nashik



KBHSS Trust's

Dr.B.V.Hiray College of Management & Research Centre, Malegaon,

Dist-Nashik

Date:21/10/2021

PLACEMENT NOTICE

All the MCA students are hereby informed that the interview for the post of Software Developer in E-Neuron will be conducted on 22/10/2021, at Dr.B.V.Hiray College of Management & Research Centre, Malegaon @ 10.00 am.

All the students interested for the post should come in formal attire and shoes with I-cards and Resumes.



Miss. Pooja Merchant

(Training & Placement Officer)



Dr.S.J. Jadhav
Director

Dr. B. V. Hiray College of
Management & Research Centre
Malegaon Camp, Dist. Nashik



Date: 01/12/2021

Appointment Letter

Miss. TANUJA DESHMUKH

Shanti Nagar Siv Road, Malegaon Camp, Malegaon - Dist Nashik

Further to the interview you had with us, we are pleased to appoint you as **Java Developer** in our Company with effect from **01 / 12 / 2021**.

The terms and conditions governing your training are given below:-

1. Training period:

You will be on training for a period of 06 months effective date of starting of this program, which will be indicated to you. You will not be entitled to any other benefits, apart from the above.

2. Notice period:

The Company reserves the right to terminate job or candidate on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee. Candidate should submit resignation letter before 15 days of leaving company.

3. You will be required to sign an Undertaking-cum-Indemnity Bond / Agreement on joining.

4. You are required to maintain the highest order of discipline and secrecy as regards the work of the company and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. 5. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. Whilst welcoming you to the eNeuron Technologies, we wish you good luck and a very bright career with us.

5: Salary: Salary / Incentives is based on project completion basis.

Best Regards,

Stamp



For, eNeuron



Plot 26, Lane 14, Nayapura, Malegaon 423203, District (Nashik), Maharashtra, India

Contact: +91 9271711722

Email: info@eneuron.in

Date: 01/12/2021

Appointment Letter

Miss. DISHA AMIN

Gayatri Nagar, Sangmeshwar, Malegaon - Dist Nashik

Further to the interview you had with us, we are pleased to appoint you as **Java Developer** in our Company with effect from **01 / 12 / 2021**.

The terms and conditions governing your training are given below:-

1. Training period:

You will be on training for a period of 06 months effective date of starting of this program, which will be indicated to you. You will not be entitled to any other benefits, apart from the above.

2. Notice period:

The Company reserves the right to terminate job or candidate on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee. Candidate should submit resignation letter before 15 days of leaving company.

3. You will be required to sign an Undertaking-cum-Indemnity Bond / Agreement on joining.

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5: Salary: Salary / Incentives is based on project completion basis.

Best Regards,

Stamp



For, eNeuron

A handwritten signature in blue ink, appearing to be 'Disha Amin'.

Plot 26, Lane 14, Nayapura, Malegaon 423203, District (Nashik), Maharashtra, India

Contact: +91 9271711722

Email: info@eneuron.in

www.eneuron.in

Ref No: 23132092
11-Nov-2022



Dhiraj Madhukar Mankar

Dear Dhiraj Madhukar,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be Pune.

Your annual total compensation will be **INR 220,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **14-Nov-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Compensation and Benefits

Name: Dhiraj Madhukar Mankar

Designation: Process Executive - Data

| Sl. No. | Description | Monthly | Yearly |
|--|---|-------------|----------------|
| 1 | Basic | 6500 | 78,000 |
| 2 | HRA* | 2600 | 31,200 |
| 3 | Company's contribution of PF # | 1480.357143 | 17,764 |
| 4 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 5 | Special Allowance* | 5366 | 64,392 |
| 6 | Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions | 470 | 5,640 |
| Annual Gross Compensation | | | 220,996 |
| Annual Total Compensation | | | 220,996 |
| Company's contribution towards benefits (Medical, Accident and Life Insurance) | | | 19,500 |
| Annual Total Remuneration | | | 240,496 |

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 11-Nov-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Dhiraj Madhukar Mankar, ____ (Age) ,residing at

_____ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Dhiraj Madhukar Mankar



Shibu Balakrishnan
AVP – HR

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

Signature:

Date:



Offer: Computer Consultancy

Ref:

Date: 21/11/2021

Ms. Rushika Satyen Mehta
1st Floor "Trishala" Bungalow Vardhaman Nagar,
Infront Of Vardhaman School,
Malegaon-423203,
Maharashtra.
Tel# -

Dear Rushika Satyen Mehta,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be _____ per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹ ~~7,35,000~~ per month.

TCS Confidential

TCSL/_____

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Delcampank, No. 1 Software Technology Park, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6677 2000 Fax: 91 40 6677 2222 Website: www.tcs.com

Registered Office: Nariman Point, Mumbai 400 021

TCS Career Service

96 0113 Email: career@tcs.com



Offer Letter

Date: 24th June 2022

Subject: Offer Letter

Dear Mr. Harshat Pagar,

We are pleased to offer you the position of "Software Developer" with us here at Quest Global Technologies Ltd., further to the interview and discussion you have had with us.

You are required to report on 27th June 2022 by 10.00AM remotely because of covid-19.

Your gross remuneration (CTC) would be Rs. 5,00,000 Lacs per annum.

You will receive Rs.41,459/- salary in hand per month.

Professional Tax Deduction Rs. 208/- per month.

Should you accept this contingent offer, your continued employment will require both satisfactory job performance and compliance with existing and future company's policies.

The company looks for a long term association with all its employees and expects the same from you. You are hereby advised to produce the Original/erox/can copy of following documents:

- Photocopies of your degree / certificates.
- Experience/ relieving letters.
- Two color passport-size photos.
- Previous Three Months Latest salary slips from all your previous organizations.
- Proof of identity, address, PAN, SSIC and PF (if applicable).

You would also be required to sign a bond for 2 year effective from your date of joining. Request you to confirm the joining by responding to this email.

As per the offer letter your probation period will be for 6 Months starting from the date of your joining. Wish best wishes and looking forward to a mutually fruitful association.

Congratulations and Welcome to the Quest Family!!

For Quest Global Technologies Ltd

Authorized Signatory



Mindtree

A Larsen & Toubro Group Company

India Employment Offer V24655488

21.10.2022

Mr.Rahul Savale

Dear Rahul Savale ,

I would like to personally welcome you to Mindtree Ltd, and am confident that you will build a long and mutually rewarding career with Mindtree. I strongly believe that it is individuals like you along with existing Mindtree minds that can build a Globally respected, successful and expertise-led company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident & Active". In addition our Mission, Vision & Core values guide all our business transactions.

Mindtree provides long-term career opportunities for every Mindtree Mind. I sincerely hope that, you will grow with us and together we will build a memorable institution.

Enclosed please find your employment letter and other relevant details.

Looking forward to seeing you soon in Mindtree.

Thanks and regards

Smita Potdar

Smita Potdar
Senior Manager – Talent Acquisition

Rahul Savale

Signature
(Date stamp)
Rahul Savale (September 21, 2022)



04.10.2022

To

Mr. Rahul Savale

Sub - Employment Offer Letter

Dear Rahul Savale,

We are pleased to make an offer to you to join Mindtree Ltd., on 21st November 2022 at our Pune office as Software Engineer - in competency Level C2.

Your total cost to company will be **Rs. 425,000** per annum at the commencement of your service. You can get more details regarding bonus plan on joining. Details of the salary structure are given in Exhibit 2.

1. TERMS & CONDITIONS

This letter along with its Exhibits contains broad terms and conditions of service governing your employment. You are also bound by the terms in the attached Exhibits, the additional documents you execute upon joining Mindtree and other terms and conditions communicated to you from time to time in Mindtree's Policies. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you and also refer the People Hub Portal for Policies and updates.

This employment is offered the clear understanding that your employment is on whole time basis and that you will not undertake any other part time/full-time work, without the prior written consent of the company. Other than the compensation mentioned herein, no additional payments are due. We expect you to keep the compensation details confidential at all times.

2. TRANSFER

You could be transferred to any of other offices/branches/subsidiaries/affiliates in India or abroad, should the need arise. You will abide by the company's rules and regulations as may be in effect from time to time with respect to your function, grade or location where you work in. In case you are deputed to a customer location, you shall abide by the customer policies applicable to you so that you do not commit any breach which adversely impacts Mindtree.

Rahul Savale

IP:sc
Rahul.Savale@mindtree.com

IP:sc (Signature)

**Exhibit 2 - Compensation Stack**

Name : Mr. Rahul Savale
 Designation : Software Engineer
 Competency : C2

The detailed break up of your Cost To Company components is given below (all figures in INR)

| | |
|------------------------------------|---------|
| Basic | 169,996 |
| HRA | 85,004 |
| Provident Fund | 26,400 |
| Gratuity | 10,560 |
| Insurance Benefits* | 6,000 |
| Allowance in Lieu of Reimbursement | 61,040 |
| Annual Gross | 358,850 |
| Bonus** | 66,000 |
| Annual Cost to Company | 424,850 |

* Insurance Benefits:

- Premium towards Group Medical Coverage (GMC) upto Rs.400,000/- per annum for self and family. Family includes spouse and 2 dependent children. Parents policy & top up options are available and can be availed by paying the premium amount.
- Premium for Group Term Life (GTL) cover for self-up to Rs.2,000,000/-.
- Premium for Group Personal Accident cover for self-up to Rs.1,500,000/-

Rahul Savale
IPILS
 8608 P. Saundarrajan St-21, 6th Fl
(080) 66644011



WORTGAGE FINANCE PRIVATE LIMITED
CIN NUMBER: U65990KA2019PTC122446

Private and Confidential

Date: 03-August-2022

To,

Mr.Aniket Krushna Wagh
Location: Bangalore
Email-id: waghaniket8@gmail.com

Dear **Mr.Aniket**,

Greetings from WeRize!

This is further with reference to our discussions; the Management is pleased to offer you the position of **Software Engineer** with WORTGAGE FINANCE PRIVATE LIMITED ("Company"), and the terms of the Offer are as below:

- 1. Date of Joining and Location:** Your time of joining would be on **04-August-2022**. Your joining location would be at our company address: WeRize, Classic Converge Building #251, 5th Main, 17th cross, Sector 06, HSR layout, Bengaluru, KA, 560102.
- 2. Reporting Structure and Title:** You shall report to the Departmental Head of the Engineering. Your job title at the commencement of your employment will be **Software Engineer**.
- 3. Consideration:** Your total cost to the company would be of Rs.7 Lakhs per annum. The salary includes a fixed remuneration of Rs.6.5 Lakhs p.a. and Retention Bonus of Rs.50 thousand p.a. payable at the completion of one year.
- 4. Benefits:** You will be provided with Medical Insurance, covering yourself, spouse, children and parents with a sum insured of 3 lacs, and a Personal Accident cover of 3 times of your annual CTC, with no premium payment to be done from your side.
- 5.** Your appointment is subject to reference checks and verification of information provided or particulars furnished by you at the time of the interview.
- 6. Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.

Registered office Address:

WORTGAGE FINANCE PRIVATE LIMITED, No.251, Second floor, 17th Cross, 5th Main, 6th Sector, HSR Layout, Bangalore – 560102, Karnataka, India



WORTGAGE FINANCE PRIVATE LIMITED
CIN NUMBER: U65990KA2019PTC122446

7. **Joining Formalities:** At the time of joining you shall be required to execute an employment agreement with the Company and submit the following:
- Two copies of your recent passport size photographs.
 - Copies of all the mark sheets and educational certificates (10th, 12th, Degree, PG).
 - Copy of Photo ID and Address proof.
 - Signing the terms of employment, confidentiality, non-disclosure agreement and conflict of Interest agreement.
 - Relieving & Experience letter of last organization (if applicable).
 - Copy of PAN card.
 - Last 2 months' salary slips, if applicable.
 - Form No 16 from your present employer, if applicable.

Please report at the Company office on the date of joining specified above.

By signing this letter agreement, you represent and warrant to the company that you are under no contractual commitments, including without limitation non-competition agreements or similar type of restrictive agreements, inconsistent with your obligations to the company.

Kindly send your acceptance of the offer by reverting to the mail with a signed scan copy of this letter.

In the event of your failure to return the signed copy of this offer letter within 7 days or your failure to report as per the above details, this offer shall stand withdrawn by the Company.

We welcome you to the Company and look forward to a long and mutually beneficial association.

Offer Acceptance Acknowledgement:

I, Aniket Krushna Wagh, accept the above terms and conditions.

Signature:

Name : Aniket Krushna Wagh

Date : 03/08/2022

Registered office Address:

WORTGAGE FINANCE PRIVATE LIMITED, No.251, Second floor, 17th Cross, 5th Main, 6th Sector, HSR Layout, Bangalore – 560102, Karnataka, India



WORTGAGE FINANCE PRIVATE LIMITED
CIN NUMBER: U65990KA2019PTC122446

Private and Confidential

CTC BREAKUP

| CTC components | Per Month | Per Annum |
|---------------------------------|-----------|-----------|
| Basic | 20,947 | 2,51,360 |
| HRA | 8,379 | 1,00,544 |
| LTA | 5,237 | 62,840 |
| Special Allowance | 17,805 | 2,13,656 |
| PF Employer contribution | 1,800 | 21,600 |
| ESI Employer contribution | | |
| Total (A) | 54,167 | 6,50,000 |
| Retention Bonus | | 50,000 |
| Total (B) | | 50,000 |
| Total Cost to the Company (CTC) | 54,167 | 7,00,000 |

Please note that TDS, Professional tax and other statutory deductions will be deducted at the prevailing rate under the statute.

Registered office Address:

WORTGAGE FINANCE PRIVATE LIMITED, No.251, Second floor, 17th Cross, 5th Main, 6th Sector, HSR Layout, Bangalore – 560102, Karnataka, India



Gaurav Wagh,
At Post. New Shemali,
Tal-Satana, Dist-Nashik

Dear Gaurav,

This Agreement serves to confirm your employment with Cloudaction Technology Services Private Limited (hereinafter referred to as "the Company" or "Cloudaction") in accordance with the following terms and conditions:

1. Employment

Effective as of 02nd March 2022 you will be employed by the Company in the position of "Associate Consultant" for Salesforce practice

You will work solely under the control, direction and supervision of the Company and in accordance with the policies, rules and guidelines of the Company. You will perform the duties and exercise the powers which the Company may assign to you from time to time.

Background Verification Company policy requires a background check and drug screen be completed prior to your date of joining. By signing this contract, you authorize the Company to conduct a background check and agree to participate in a drug screen as instructed. Further, by signing this contract you understand that the background check must be cleared to the satisfaction of the Company and confirmation of this offer is contingent upon the same.

2. Probation Period

You will be on probation for a period of 6 months from the date of joining. This probationary period could be curtailed or extended at the discretion of the Company. However, completion of 6 months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment may be terminated forthwith without notice and without assigning any reasons.

3. Remuneration

The terms of your compensation including CTC/salary, bonus, and benefits are considered confidential and should only be discussed with your manager or a Human Resources representative.

Your total remuneration CTC (Cost to company) will be INR 3,00,000/- (Rupees Three Lakhs Only) per annum. Details of your remuneration and other benefits are mentioned in Annexure 1. Your remuneration may be amended from time to time, subject to review by the Company as per Company's policies.

You will be paid your remuneration monthly on the last day of the respective month through a bank transfer. Your salary shall be computed based on your attendance, after deducting the tax at source as per the provisions of Income-tax Act, 1961 and other deductions as per applicable laws.

The Company shall be entitled to deduct any sum as may be recoverable from you from time to time, including, but not limited to, payments for rent, vehicle and other expenses that are paid by the Company but chargeable to you.

4. Taxes

You bear sole responsibility for the payment of all applicable Indian taxes, including taxes applicable on benefits provided etc. The Company shall, pursuant to applicable laws, withhold from any benefits or salary made pursuant to this letter all central tax, state tax, other taxes, contribution, etc. and furnish you with the necessary certificates and/or any other documents evidencing the payment of these taxes to the authorities.

5. Rights in Case of Illness or Accident

In case of inability to work due to illness or accident of any kind, your rights with respect to your remuneration and other entitlements according to this contract shall continue for three (3) months. If you are not fit to resume your full-time duties within three (3) months, your employment with the Company may be terminated as per the discretion of the Company. In no case shall any payments or benefits extend beyond the termination date of your employment with the Company or expiration of this agreement. Exceptions must be approved by the management of the Company.

You will provide the Company, upon request, with a doctor's certificate as to the illness or accident and as to the expected date when you will be fit to resume your duties.

6. Hours of Work

Your normal hours of work shall be from 11.00AM to 8.00PM, and you shall be entitled to public holidays as assigned by the Company or as stipulated by the Indian Government. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

7. Annual Leave (PTO)

You will be entitled for paid leave upon employment per calendar year based upon tenure as outlined below which shall be taken on pro-rata basis as per company policies and procedures that may change from time to time.

| TENURE | PAID TIME OFF (PTO) |
|-------------|---------------------|
| 0-2 Years | 15 days |
| 2 - 5 Years | 20 days |
| 5 + Years | 23 days |

The first time you will be entitled to take such leaves after the first six (6) months of your employment. Your leave should be discussed and agreed upon in advance with your superior.

| Annexure I
Compensation Structure | | | | |
|--------------------------------------|---|--------------|----------|---------|
| Name : Gaurav Wagh | | | | |
| Department : Salesforce | | | | |
| Designation : Associate Consultant | | | | |
| S No | Particulars | Amount (INR) | | |
| | | Break-up | Annually | Monthly |
| Cash Components | | | | |
| 1 | Basic Pay | | 1,20,000 | 10,000 |
| 2 | House Rent Allowance ('HRA') | | 48,000 | 4,000 |
| 3 | Flexi-basket | | 72,000 | 6,000 |
| | - Children Education Allowance ('CEA') | 2,400 | | |
| | - Children Hostel Allowance ('CHA') | 7,200 | | |
| | - Mobile/Internet Expense Reimbursement | 30,000 | | |
| | - Leave Travel Assistance | 6,000 | | |
| | - Food Vouchers | 26,400 | | |
| 4 | Other Allowances | | 39,831 | 3,319 |
| Sub - Total (1) | | | 2,79,831 | 23,319 |
| Benefits and Contributions | | | | |
| 1 | Gratuity | | 5,769 | 481 |
| 2 | Company Contribution to Provident Fund ('PF') | | 14,400 | 1,200 |
| Sub - Total (2) | | | 20,169 | 1,681 |
| Total Cost to Company (CTC) - Fixed | | | 3,00,000 | 25,000 |

NOTE:

- Flexi-basket is a basket of various component which are in the nature of allowances and reimbursement of expenses. It is designed to provide the tax efficient salary to employees and are optional salary components. These shall be paid to the employees on a monthly basis; however, the original bills will be required to be submitted in the FY year-end. In case, an employee doesn't wish to opt for any or all of the components of the Flexi-basket, the same shall be added to the component "Other Allowances" and be paid to the employee on a monthly basis making it as taxable.
- Gratuity shall be payable as per the provisions of the Payment of Gratuity Act on completion of 5 years of employment.

June 13, 2022

IRD/1004390231/22-23

Ms. Darshana Ahire
Sr. No. 3 TD 8, Vivekanand Colony 'B', Plot No. 72/B Malegaon Camp
Near Mba/Mca College
Malegaon-423105
India

Ph: +91-9130994252

Dear Darshana,

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 **20-Jun-2022**.

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.

IndusInd Marketing and Financial Services Pvt. Ltd.

Corporate Office : February 01, 2022
Old No. 19, New No. 34, Room No. 1B2, Sun Plaza, First Floor, G.N. Chetty Road, Chennai - 600 006, India.
Registered Office : Old No. 115 / 116, New No. 34, G.N. Chetty Road, T. Nagar, Chennai - 600 017, India.
Tel No : +91 44 2853881 / 03 / 03 / 04 CIN : U67190TN2002PTC048590
Ref. No. A028986

Mr. MANOJ MACHHINDRA AHIRE
S.NO-52/3 PLOT NO.10 OM PARK
PRAGATI COLONY SOYGAON MALEGAON
MALEGAON NASHIK
MALEGAON
MAHARASHTRA - 423203
Phone: 8998229282

Dear MANOJ MACHHINDRA AHIRE,

Letter of Offer

This has reference to your interview with us for a suitable opening in the IndusInd Marketing and Financial Services Pvt. Ltd. We are pleased to make you an offer as **COUNTER STAFF EXECUTIVE (MALEGAON_MQN)** at our **MALEGAON_MQN, MAHARASHTRA** on the mutually agreed terms and conditions and the emoluments as discussed. You are requested to report for duties on or before **February 03, 2022**.

This Offer is being made subject to:

- ✓ Your being found medically fit for the job
- ✓ Verification of your testimonials in support of Age, Educational and professional Qualification, Experience, ect.
- ✓ Reference check.

Kindly let us have your acceptance to this offer by signing the duplicate copy of this letter and forwarding the same to us.

The formal appointment letter will be issued subsequently on your joining at IndusInd Marketing and Financial Services Pvt. Ltd. on completion of joining formalities.

Thanking you

Yours truly,
For IndusInd Marketing and Financial Services Pvt. Ltd.

SRINIVAS V S
Asst. Vice President - Human Resources

Offer Authorized By: SHRUKANT LAKKABATHINI

Offer Generated By: SHRUKANT LAKKABATHINI

IndusInd Marketing and Financial Services Pvt. Ltd.

Corporate Office : Old No. 19, New No. 39, Room No. 1&2, Sun Plaza, First Floor, G.N. Chetty Road, Chennai - 600 006, India.

Registered Office : Old No. 115 / 116, New No. 34, G.N. Chetty Road, Chennai - 600 006, India. **Annexure A028986-MANQJ-MAGHINDRA AHIRE**

Tel No : +91 41 28153901 / 03 / 03 / 04 CIN : U67190TN2002PTC048590

| | | | | | |
|----------|---|--------------|---------------|---|--------|
| Location | : | MALEGAON_MQN | Segment | : | BG |
| Grade | : | E2 | Department | : | PV |
| Product | : | C | Function Code | : | UPV-CS |

Annual Guaranteed Cash (AGC)

Monthly Emoluments

| | Rupees(Per Month) | Rupees(Per Annum) |
|----------------------|-------------------|-------------------|
| Basic | 4768.00 | 57216.00 |
| Dearness Allowance | 3406.00 | 40872.00 |
| House Rent Allowance | 4748.00 | 56976.00 |
| Statutory Bonus | 700.00 | 8400.00 |
| Sub - Total | 13623.00 | 163476.00 |

Annual Emoluments

| | | |
|-----------------------|--------|---------|
| Medical Reimbursement | 397.00 | 4764.00 |
| Sub - Total | 397.00 | 4764.00 |

Retirals

| | | |
|-----------------------|-----------------|------------------|
| PF(12%) Of Basic + DA | 980.00 | 11760.00 |
| Sub - Total | 980.00 | 11760.00 |
| | 15000.00 | 180000.00 |

Note:

- Performance Incentives would be as per Company Scheme.
- Employee covered under Performance Incentive Scheme would be eligible for Performance Incentive only if he/she is an active employee and not serving resignation notice as on date of disbursement of performance Incentive.
- This clause will only applies to employees on Business and Collection rolls.

Thanking You

Yours truly,
For IndusInd Marketing and Financial Services Pvt. Ltd.

SRINIVAS V.S

Asst. Vice President - Human Resources

Candidate Offer Acceptance

Name

Date

Signature

Please
Affix
Photo

Offer Authorised By : SHRIRAM LAKSHMINARAYAN

Offer Generated By :



Ref No. WWC/HR/2022

Date: 13-Oct-22

Mr. Vishal Vijay Ahire
Address: - Malegaon Camp, Malegaon
District -Nashik - 423105

Subject: Letter of Intent

Dear Mr. Vishal,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of "Sr. Executive- Sales & Marketing (Nashik)" on the terms and conditions discussed and agreed.

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

- 4 colored recent passport size photographs,
- Copy of Address proof: Aadhar Card / Ration Card / Passport / Driving License / Voter ID
- Copy of COVID-19 Vaccination Final Certificate
- Copy of PAN Card, Canceled Cheque / Bank Passbook
- Medical Fitness Certificate along with blood group certificate from a M.B.B.S. Doctor
- Original & Xerox copies of your educational certificates:
 - i. 10th & 12th mark sheet
 - ii. Degree Mark Sheets (Year-wise / Semester-wise marks sheets)
 - iii. PG Mark Sheets (Year-wise / Semester-wise marks sheets)
- All previous work experience certificates:
 - i. Copy of relieving letters or work experience letters
 - ii. Copy of your current employment appointment, relieving letter and latest pay slip.

The company shall reimburse you following amount at the time of joining, subject to:-

- 1- Payment towards shifting of household expenses will be reimbursed up to one truck load or one month basic whichever is lower as per company's policy, subject to submissions of 3-quotation whichever is lower along with original bills & said amount will be recovered in case you leave the company on or before 12 months from the joining date.

Your formal appointment letter will be issued on submission of all valid joining related documents.

We welcome you to the Wonder WallCare Family and look forward to having a long and happy association with us. Please, acknowledge the receipt as a token of acceptance as this offer which stands valid till 20th Oct 2022.

Thanking you.

For Wonder WallCare Pvt. Ltd.

Digitally signed by
TARUN DAK
Date: 2022.10.13
12:11:40 +05'30'
(Manager - HR & Admin)

WONDER WALLCARE PRIVATE LIMITED

Registered Office : C/o R K Morble Private Limited, Makrana Road, Madanganj,
Kohangarh - 305 801, District - Ajmer, Rajasthan (India), Tel : +91-1463-277777

Corporate Office: 17, Old Fatehpura, Near Sesa Mandir, Jaipur - 311 054
Rajasthan (India), Tel: +91-204-2777777

Plant Office : Village-Morwad, District-Rajkotmerod, Rajasthan-312024

E-mail : info@wonderwallcare.com

CIN : U24290RJ2019PTC067302

WONDER
WALLCARE





VISHAL VIJAY AHIRE
SENIOR EXECUTIVE - SALES & MARKETING



EK PERFECT FINISH



Wonder WallCare Pvt. Ltd.

411-413, 4th Floor, Gaurav Tower-II,
Malviya Nagar, Jaipur, Rajasthan - 302017, India

M : +91 9116938064

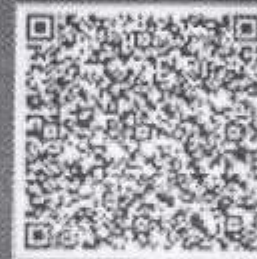
E : vishal.ahire@wonderwallcare.com

W : www.wonderwallcare.com

VISHAL VIJAY AHIRE
SENIOR EXECUTIVE - SALES & MARKETING



— EK PERFECT FINISH —



Wonder WallCare Pvt. Ltd.
411-413, 4th Floor, Gaurav Tower-II,
Malviya Nagar, Jaipur, Rajasthan - 3020
M : +91 9116938064
E : vishal.ahire@wonderwallcare.com
W : www.wonderwallcare.com

25-June-2022

Prafulla Devidas Bachhav

Plot No 14 Trimbakraj Nagar, Near Mauli Park, Satana Road, Near Girna Steel, Soygaon, Malegaon, Nashik - 423203

Dear Prafulla,

Welcome to Vodafone!

We are pleased to offer you the position of **Assistant Manager, Senior Engineer** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014**. During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing. You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **18-July-2022** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases, no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation for a period of six months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

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

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

1st September 2022

To,
Mr. Sachin Birhade
JingaLane, Ekta Nagar,
Amainer, Jalgaon
Maharashtra 425401
India

Dear Sachin Birhade,

We are pleased to offer you the position of **IT & HR Executive** in our organization on a full time basis. We trust that your knowledge, skills and experience will be our most valuable assets.

This is a Full-time Consulting assignment requiring approximately 48 hours per week. It is clearly understood by both the parties that this agreement does not bring into existence any employer-employee relationship.

Joining:

You are expected to join us on or before **September 01, 2022**. Your working location would be **Pune**, which can be changed as per project requirement.

You will be required to sign a Non-Disclosure Agreement (NDA) with the organization.

Reporting:

You will be reporting to head of the department of the company. You are accountable to maintain work report on daily basis. Absence of the same will result in non-payment of remuneration for those particular days.

Compensation & Benefits:

Your Fixed Annual Remuneration will be Rupees One Lac Eighty Thousand only (Rs. 1,80,000/-) per annum from the date of your joining. You will be paid monthly fees of Rs. 15,000/- (Fifteen Thousand Only).



MAHATMA GANDHI VIDYAMANDIR

6th Floor, K.B.H. Dental College & Hospital,

Panchavati, Nashik - 422 003

0253-2628143/144

www.mgv.org.in

Ref.No.MGVN/917/2022-23

Date: 13/06/2022

APPOINTMENT ORDER

Purely Temporary
(CLOCK HOUR
BASIS ORDER)

To
✓ Ms. Borse Prachi Vilas
60, Maloji Nagar,
Malegaon, Dist. - Nashik

(Open)
M.B.A.

Sub. :- Appointment to the Post of Assistant Teacher in General Foundation Course

In response to your application, you had appear for the post of Assistant Teacher in General Foundation Course (C.H.B.). I am pleased to inform you that the Management has appointed you on the said post in M.S.G. Arts, Science & Commerce College (M.C.V.C.), Malegaon-camp, Dist. - Nashik.

1. Your appointment is for a period of 13/06/2022 to till the end of academic year 2022-2023.
2. Your appointment and salary/remuneration shall be subject to approval by the District of Vocational Education & Training Officer, Nashik.
3. You shall submit the originals as well as certified true copies of relevant testimonials such as birth certificate, marksheet, experience certificate, change of name certificate (if any) etc. before joining your duties.
4. You will be allowed to join the duties on producing of:
(a) Two passport size Photographs.
(b) Character Certificate from two eminent persons, one of them should be a Government Gazetted officer.
(c) Discharge certificate from previous employer (if any).
5. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given shall be deemed to have been acknowledged and duly signed by you.
6. You will not conduct or engage yourself in any private tuitions or private coaching classes.
7. You will not engage yourself in any other job paid full-time, part-time or other wise, during the continuance of your service, without the permission of the competent authority / Management.
8. Your appointment may be terminated at any time, by either side / party by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
9. You have to communicate your acceptance to the Management / College / Institute within seven days from the date of receipt of the Order of Appointment failing which your appointment is liable to be cancelled.



[Dr. FRASHANT V. HIRAY]

GENERAL SECRETARY
MAHATMA GANDHI VIDYAMANDIR
PANCHAVATI, NASHIK-3

Copy to :-

- 1) The Principal,
M.S.G. Arts, Science & Commerce College,
Malegaon-camp, Dist. - Nashik
- 2) District of Vocational Education &
Training Officer, Nashik.

Date: 13/06/2022

कै. भाऊसाहेब हिरे स्मरणिका समिती ट्रस्ट संचालित



औद्योगिक प्रशिक्षण संस्था, मालेगांव कॅम्प

भायगांव रोड, मालेगांव कॅम्प, ता. मालेगांव (नाशिक) पिन नं. ४२३ १०५

* महाराष्ट्र शासन मान्यता प्राप्त *

राष्ट्रीय व्यवसाय प्रशिक्षण परिषद, नवी दिल्ली, संलग्नता प्राप्त, डि.जी.ई.टी - ६/१३/८/९३ टि.सी., पी.व्ही.टी.

फोन नं. (०२५५४) २५४५००

E-mail : kbhsstitco@yahoo.co.in

जा.क.आ.टी.सी./ 510/2021

दिनांक: 22 /12 /2021

CERTIFICATE

This is to certify that, Mr. **Chavan Manoj Bapu** is working as Electrician Instructor in this I.T.I. Since 1th Feb 2021 to till date, During the period he found very sincerely, hard working and punctual. He is studying an adopted a good technique in his service period.

I wish him all success in his future.

We have no objection regarding his new assignment if any.

PRINCIPAL

Kai. Bhausaheb Hiray S.S.T's
Private Industrial Training Institute
Malegaon Camp, Dist. Nashik



SHRIRAM

Finance



VISHAL SANJAY DEORE

Employee Code : 105206

Blood Group : AB+

Emergency Contact : 7709321333

www.shriramfinance.in



June 19, 2022

Dear VISHAL DHABLE

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the position of **Assistant Manager**, at Grade **M1** in our organization at Niphad.

Your annual compensation in terms of fixed cost to company will be INR. 230,000/- (Two Lacs and Thirty Thousand). A detailed appointment letter will be issued to you, subsequent to acceptance of this offer.

| | |
|------------------|---|
| Name | VISHAL DHABLE |
| Designation | Assistant Manager |
| Role | Asst Acquisition Manager |
| Function | Asst Acquisition Manager-RL-Emerging Market (RL-EM)-Sales |
| State | Maharashtra |
| With effect from | 23-Jun-22 |

| Compensation Structure | | | | | |
|----------------------------|----------------------|--------|---------|-----------|---|
| | Components | P.M. | P.A. | Frequency | Remarks |
| a. Basic | Basic Salary | 12,054 | 144,650 | Monthly | Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (if any). |
| b. Housing | House Rent Allowance | 977 | 11,724 | Monthly | Upto 50% of Basic Salary |
| c. Allowances and Benefits | Fitness Allowance | 1,000 | 12,000 | Monthly | Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: Health to the power infinity |
| | Statutory Bonus | 2,411 | 28,930 | Monthly | Payable as per Payment of Bonus Act |
| d. Insurances Premiums | Mediclaim | | 7,080 | Annual | This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years.

You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy.

Policy is renewed in April every |

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C-27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



| | | | | | |
|--|--|---------------|----------------|--------|---|
| | | | | | year. Voluntary top-up and parents policies cover premium is paid by you. |
| | Kotak Term Life + GPA | | 1,300 | Annual | This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher.
Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher
Refer Term Life Insurance Policy & Group Personal Accident Policy. |
| e. Retirals | Contribution to Gratuity Fund | | 6,958 | Annual | This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years. |
| | Contribution to Provident Fund | | 17,358 | Annual | Company's contribution towards PF @12% of Basic |
| f. Total Fixed Pay (a+b+c+d+e) | Total Fixed Pay | 16,442 | 230,000 | | |
| Other Benefits | | | | | |
| Role Based Allowances/ Benefits | <ul style="list-style-type: none"> - Shift Allowance - for employees working in shift as per Shift Working policy - Remote Working Allowance - for the roles as per Remote working Policy - Corporate Mobile SIM - for the roles as per Mobile Policy - Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy - Laptop/ Desktop - as per the role eligibility and company policy. | | | | |
| Potential Variable Pay | As per the variable pay policy applicable for your role. | | | | |
| Other Benefits | - Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details. | | | | |

Please note that this email is intended for your understanding of the salary components only and should not be construed as a formal offer of employment. We shall issue a formal appointment letter once you give your acceptance of the above to us either on email/system. After receiving your Appointment Letter you should initiate your resignation with your current employer.

Please note your employment is subject of the positive background verification of all the details provided by you including Employment/ Educational documents. Therefore, it is advised that you submit documents best to your knowledge.

Kotak Mahindra Bank Ltd.

CIN: L65110MH1985PLC03B137

Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



Kotak Mahindra Bank

Yours sincerely,

For Kotak Mahindra Bank Ltd,

Behnaz Patel
Manager
Human Resources

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21,
Zone 4, 2nd Floor, Infinii Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



Ref: RCSS/2021/034

Date: 03rd June 2021

Mr. DIPAK BAPU NIKAM

MAHARASHTRA

APPOINTMENT LETTER

Dear Mr. DIPAK BAPU NIKAM,

With reference to your application and subsequent interview with us, we are pleased to offer you appointment as **Sales Ignition Officer** with our company. You will be posted at **SATANA**. Your joining date will be **effective from 05th June 2021**.

Other terms and conditions of your employment will be as under:

1. Cost to Company: Your annual salary on 'Cost to Company' basis would be **Rs.2,62,800/- (Rupees Two Lac Sixty Two Thousand Eight Hundred Only)**. Detailed break-up of your compensation package is enclosed in Annexure I.
2. Notice Period: One month's notice or on payment of basic salary in lieu thereof. Provided that if your services are terminated for any act which is treated as misconduct by the Company at its sole discretion, no such notice or payment of basic salary in lieu thereof will be necessary.
3. If any of the information furnished by you through your Bio-Data / Application or any other document in connection with your employment with our Company is found to be incorrect or it is found at a later date that you have not revealed any relevant information, your services are liable to be terminated forthwith without any notice or notice pay in lieu thereof.
4. During employment with the Company, you may be posted / transferred to any of the locations/departments of the company. Upon such posting you will be entitled to the allowances and facilities as applicable to the location of transfer, as per Company rules.

RaamKay Crop Science Solutions Pvt. Ltd.

Head Office : Plot No. 34, First Floor, Above State bank of India, Sector - 3, Dwarka, New Delhi - 110075
Regd. Office : A-103, Gayatri Apartment, Plot No. 27, Sector -10, Dwarka, New Delhi-110075
CIN No. U61109DL2010PTC195729, Land Line: +91 11 46710967, 41845872, E-mail : info@raamkay.com



5. In the matter of service conditions including those not specifically covered by this letter, you will be governed as per the company's policy in force from time to time and the Company's decision shall be final and binding.
6. This appointment and its continuance are subject to your being certified and remaining medically fit by the District Medical Officer.

7. DUTIES, RESPONSIBILITIES & CODE OF CONDUCT:

- a. The company expects you to work with high standard of initiative, efficiency and economy. You will perform, observe and conform to such duties, direction and instructions assigned or communicated to you from time to time by the company and those in authority over you.
- b. You will devote your entire time to the work of the Company and will not undertake any direct or indirect business or work, honorary or with remuneration. Contravention of this will lead to the termination of your service without any notice or compensation in lieu of such notice.
- c. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. You shall neither divulge nor give out information to any unauthorized person(s), Company, Corporation, Firm, Syndicate during the period of your service or even afterwards by word of mouth, electronically or otherwise, particulars or details of our business processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by virtue of your being our employee. You shall not use/attempt to use any information which may be acquired during the course of your employment in the Company in any manner which may injure or cause loss to the Company.
- e. You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their business, in order to enable the Company to perform the service. This also includes such information as is already known to public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on or after termination or cancellation of this employment.

RaamKay Crop Science Solutions Pvt. Ltd.

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Regd. Office : A-103, Gayatri Apartment, Plot No. 27, Sector -10, Dwarka, New Delhi-110075
CIN No. U51109DL2010PTC199720, Land Line: +91 11 45710967, 41845872, E-mail : info@raamkay.com



- f. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction in writing of the Company or those in authority over you.
 - g. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company which may be in your use, custody and care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other actions as it deems proper in the event of your failure to account for such material or property to Company's satisfaction.
8. The assignment offered to you is on whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of your employment with the Company.
 9. You will retire from the service on attaining the age of 60 (sixty) years, as per our records.
 10. Any change in your residential address, phone no's (landline or mobile) and email ids must be communicated to us in writing immediately.
 11. In case of any dispute of any kind arising out of your employment or breach of contract(s), a court of law in New Delhi alone shall have jurisdiction to adjudicate upon any such dispute.
 12. The Management views the compensation offered to you as an extremely confidential matter and any leakage of the same shall be viewed as serious breach of this confidence at your level.
 13. Employee understand that RaamKay Crop Science Solutions Pvt. Ltd. has business conduct policy which prohibit its employees to give/accept gifts and entertainments/bribes/kickbacks to its customers/vendors which includes any other agency/govt. officials and through this employment agreement, understand that employee is fully aware of this business conduct of RaamKay Crop Science Solutions Pvt. Ltd. and will not indulge in any sort of gift/entertainment/bribes/kickbacks to influence business decision of whether an individual business entity or Govt. Agency as per code of conduct of RaamKay Crop

RaamKay Crop Science Solutions Pvt. Ltd.

Head Office : Plot No. 34, First Floor, Above State Bank of India, Sector - 3, Dwarka, New Delhi - 110075.
Regd. Office : A-103, Gayatri Apartment, Plot No. 27, Sector - 10, Dwarka, New Delhi-110075
CIN No. U51109DL2010PTC199720, Land Line: +91 11 45710067, 41645972, E-mail: info@raamkay.com



Science Solutions Pvt. Ltd. In case of any possible misconduct and or policy violation can be reported to RaamKay Crop Science Solutions Pvt. Ltd. immediately (Telephone no: 011-45505511, email: info@raamkay.com).

14. Probation Period: You will be on probation for a period of 6 (six) months from the date of actual joining. Probation period can be extended, if you conduct & performance is not found satisfactory. During the prescribed/extended period of probation, your services can be terminated by either side at any time without assigning any reason by giving one week's notice in writing.
15. Your full and final settlement clearance and relieving letter will be subject to submitting NO DUES letter from all the customer accounts for which you are servicing and accountable.
16. If this offer is acceptable to you on the terms and conditions contained herein, please return duplicate copy of this appointment letter duly signed with date as a token of your acceptance at the above referred address.
17. You are advised to join at the headquarter as per advice from your Supervisor.

Look forward to a happy association with you.

Yours faithfully,
For RaamKay Crop Science Solutions Pvt. Ltd.

K Viswanathan
Authorized Signatory

Acceptance:
The above terms and conditions are acceptable to me

Signature

Date

RaamKay Crop Science Solutions Pvt. Ltd.

Head Office : Plot No. 34, First Floor, Above State Bank of India, Sector - 3, Dwarka, New Delhi - 110075
Regd. Office : A-103, Gayatri Apartment, Plot No. 27, Sector - 10, Dwarka, New Delhi - 110075
CIN No. U51109DL2010PTC199729, Land Line: +91 11 45710967, 41645372, E-mail : info@raamkay.com

Annexure I - Compensation & Benefits

Sales Ignition officer:

| Salary Components | Monthly (Rs) | Annual (Rs) |
|--|------------------|--------------------|
| Basic Salary | 10,165.00 | 1,21,980.00 |
| House Rent Allowance | 4,066.00 | 48,792.00 |
| Supplementary Allowance | 519.00 | 6,228.00 |
| Meal Allowance | 2,500.00 | 30,000.00 |
| Leave Travel Assistance | 500.00 | 6,000.00 |
| Medical | 1,250.00 | 15,000.00 |
| | | |
| Gross Salary | 19,000.00 | 2,28,000.00 |
| | | |
| Retiral & Other Benefits | | |
| Provident Fund | 1,793.00 | 21,516.00 |
| Gratuity | 489.00 | 5,868.00 |
| Employer ESI | 618.00 | 7,416.00 |
| | | |
| TOTAL CTC | 21,900.00 | 2,62,800.00 |
| | | |
| CASH IN HAND SALARY | 16,865 | |
| | | |
| | | |
| Note : | | |
| <i>Annual Insurance Benefits (Premium Paid by Company)</i> | | |
| 1. Group personal Accident Insurance Death Cover Rs. 10,00,000/- | | |
| 2. Group Health Insurance (Floater Cover) For Employee, Spouse and 2 Kids in case of married and Parents are covered if the employee is unmarried upto a sum of Rs.3,00,000/- | | |

RaamKay Crop Science Solutions Pvt. Ltd.

Head Office : Plot No. 36, First Floor, Above State Bank of India, Sector - 3, Dwarka, New Delhi - 110075
 Regd. Office : A-103, Gayatri Apartment, Plot No. 27, Sector -10, Dwarka, New Delhi-110075
 CIN No. U51109DL2610PTC199726, Land Line: +91 11 45710667-41646672, E-mail : info@raamkay.com

KBHSS Trust's

**Dr.B.V.Hiray College of Management & Research Centre, Malegaon,
Dist-Nashik**

Date:05/01/2022

PLACEMENT NOTICE

All the MBA students are hereby informed that the interview for the post of Executive in Star Union Daichi will be conducted on 06/01/2022, Thursday at Dr.B.V.Hiray College of Management & Research Centre, Malegaon @ 10.00 am.

All the students interested for the post should come in formal attire and shoes with I-cards and Resumes.



Miss. Pooja Merchant
(Training & Placement Officer)






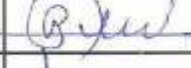

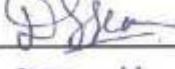

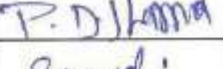

Dr.S.J. Jadhav
Director

**Dr. B. V. Hiray College of
Management & Research Centre
Malegaon Camp, Dist. Nashik**

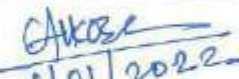


Date: 06/01/2021

Attendance Sheet
STAR UNION DAICHI INSURANCE COMPANY LTD

| Sr.No | Name of the Student | Sign |
|-------|-------------------------|--|
| 1) | Kapse Shreya Rajesh |  |
| 2) | Porwal Vaishnavi Anil |  |
| 3) | Jaytap Ashwini Dinesh |  |
| 4) | Borse Prachi vilas |  |
| 5) | chordia Sefal Anil |  |
| 6. | Sonawane Dheeraj Sanjay |  |
| 7 | Jadhav Rahul Ganesh |  |
| 8. | Sharma Ronam Deventra |  |
| 9. | Gaud Simran Purushottam |  |
| | | |
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Miss.Pooja Merchant
Training & Placement Officer


6/01/2022

Mr.Gitesh Atkore
Branch Officer ,
Star Union Daichi Ins Co Ltd



KBHSST'S

Dr.B.V.Hiray College of Management and Research Centre, Malegaon
Nashik

Congratulations!

The Director, Faculty & Staff of the Institute Congratulates the following students for getting placed in "Star-Union Dai-ichi Ins.Pvt.Ltd" through Campus Recuritment on 06/01/2022, for the post of 'Relationship Officer' with the annual package of 2.8 Lakh PA.


- 1) Miss. Shreya Kapse (MBA)
- 2) Miss. Ashwini Jagtap (MBA)

We are proud of you

Wish you a Bright Future ahead


Miss.Pooja Merchant
(Placement Officer)




Dr. Subhash J. Jadhav
(Director) 17/02/2022



K.B.H.S.S. Trust's

Dr. B. V. Hiray College of Management & Research Centre



Krushni Nagar, Golibar Maidan, Malegaon Camp, Tal. Malegaon Dist. Nashik - 423 105 (M.S.)

Affiliated to S.P. Pune University, Approved by AICTE, New Delhi, DTE Mumbai

Ph.: 02554 - 250115

www.dbhcmr.org

E-mail : hiraymba@gmail.com

Ref. No. : 03/2022

Date : 06/01/2022

LETTER OF THANKS

To,

Mr. Gitesh Atkore

Branch Officer

Star Union Daichi

Insurance Company Ltd.

Malegaon, 423203

Sub: Successful Completion of Campus Selection of students for Star Union Daichi Insurance Company Ltd.

Dear Sir,

Our Institute Dr. B. V. Hiray College of Management & Research Centre, express its heartfelt gratitude for giving your precious time to us and provide employment opportunities to our students. We are very thankful to you for having campus selection in our institute for the students for Star Union Daichi Insurance Company Ltd.

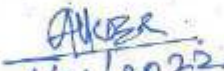
I believe that the campus selection held on 6th Jan, 2022 proved to be beneficial for the students as well as the company.


We expect to work with you in future.

Thanks & Regards


Miss Pooja Merchant

(Training & Placement Officer)


6/01/2022


Dr. Subhash J Jadhav

DIRECTOR

Dr. B. V. Hiray College of
Management & Research Centre
Malegaon Camp (Nashik)

Subject: Congratulations | Offer | Star Union Dai-ichi Life Insurance-Ashwini Jagtap

Shweta Bhaisare <Shweta.Bhaisare@sudlife.in>

Wed, Feb 9, 3:46 PM (6 days ago)

to jagtapashwini979@gmail.com, Amol Maheshwari, Mehrunisa Sayed Iqbal, Prerna Dhar Pant, Gitesh Tolajirao

You are viewing an attached message. Gmail can't verify the authenticity of attached messages.

Dear Ashwini,

Congratulations!

On being selected for the position of **Relationship Officer, Grade M12, SI** in the **Buncassurance** team, **Nashik BO** at **Star Union Dai-ichi Life Insurance Co. Ltd.** You will be reporting to **Ajit Dani, Senior Branch Manager**.

We are pleased to offer you a **Gross CTC of Rs. 2,80,000/- (Rs. Two Lakhs Eighty Thousand Only)**, the break-up of the same is detailed in the **Annexure A**.

In addition to the fixed compensation, you will also be eligible for the following:

- **Performance linked incentives/ Performance linked variable pay** contingent upon the performance assessment and period worked in the performance period.

The above pay-out will attract tax as per norms.

We would also like to inform you that your expected date of joining would be on or before **12th Feb 2022** if you fail to join by the stipulated date, this offer shall automatically stand withdrawn, however given the current situation your date of joining might get pushed by a few days. We will communicate the same to you if there be a need.

This offer letter is subject to verification of all information provided by you being factually correct and you being found medically fit in the pre-employment medical check-up which will be arranged with our partner vendor.

Please refer to **Annexure B** for details of documents to be submitted prior to joining.

Request you to please revert with your acceptance within **48 hours** from the date of this offer. In-case there is **"NO"** revert from you, the offer stands withdrawn.

Once you join us immediately open salary account with partner banks **Axis, BOI and UBI**. And inform your account no to HR at the earliest.

Wishing you all the best and looking forward to your association with **SUD Life** and a promising career with us.

Thanks&Regards

Shweta Bhaisare

Human Resource Business Partner

Distribution HR

☎ | + 91 9359119785

✉ shweta.bhaisare@sudlife.in www.sudlife.in

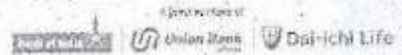
Unit No 401 , 402, Suprem Building,Above Deutsche Bank S No 134,Cts No 1337/2,Iti Road, Aundh,Pune ☎ 411002

2 Attachments

TPO
16/02/2022



**Star Union Dai-ichi
Life Insurance**



Annexure B

ATTACHMENT TO OFFER LETTER

Please submit the following documents, as may be applicable to you, to the company prior to the date of joining.

List of documents are as below

Identity Details (all mandatory)

1. Recent passport size colour photograph with white background.
2. Aadhar Card (If the Aadhar Card is not available, then the aadhar card application need to be uploaded) self-attested
3. Address Proof (Passport / Driving License)
4. PAN Card (In absence of PAN card, a copy of application with application no. of PAN card) self-attested.
5. Updated/Latest Resume

Previous Employment Details

1. Appointment Letter/ Offer Letter of current employer
2. Resignation acceptance and Relieving letter of current employer
3. Relieving letter from previous employer
4. Any one from the below documents
 - a. Form 16
 - b. Payslip (Last 3 Months)
 - c. Bank Statement (Last 3 Months)
5. Latest Increment Letter

Education Details (all mandatory)

1. Last two highest qualification - Passing certificates
2. Last two highest qualification - Mark sheets

Other documents

Scan copy of cancelled cheque (*mandatory*)

After receiving the above documents, we will issue the hard copy of your Appointment letter on the date of joining.

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Once you join us immediately open salary account with partner banks. And inform your account no to HR at the earliest.

Star Union Dai-ichi Life Insurance Company Limited

Registered Office: 11th Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.

Toll Free No.: 1800 266 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel.: 022-7196 6200 | Fax: 022-7196 2811

Email: customercare@sudlife.in | Website: www.sudlife.in | IRDAI Regn. No. 142 | CIN: U66010MH2007PLC174472

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Star Union Dai-ichi Life



Star Union Dai-ichi Life Insurance

Joint venture of
Star Union Life Insurance Co., Ltd. | Union Life Insurance Co., Ltd. | Dai-ichi Life Insurance Co., Ltd.

Time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

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

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 12-Feb-2022.

Yours faithfully,

Authorized Signatory

I, Ashwini Dinesh Jagtap, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:

Star Union Dai-ichi Life Insurance Company Limited

Registered Office: 11th Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.
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Ashwini Jagtap

Annexure A

Employee Information

| | | | |
|----------|---------------|-------------------|----------------------|
| Name | Shreya Kapse | Designation | Relationship Officer |
| Position | Jr. Associate | Department | Bancassurance |
| State | MAHARASHTRA | Location & Region | Nashik BO |
| Grade | M12 | Scale | S1 |

| Components | Remuneration Details | | Remarks |
|---|----------------------|-----------|--|
| | Per Month | Per Annum | |
| Basic | 5387 | 64649 | 30% of Total Fixed Pay |
| HRA | 2664 | 32325 | 50% of Basic |
| Flexible Components | 6618 | 79414 | Refer to the details below |
| Advance Bonus | 3000 | 36000 | As per the Payment of Bonus Act (This is paid on monthly basis) |
| Gratuity | | 3110 | As per the Payment of Gratuity Act |
| Fixed Pay | 17699 | 215497 | |
| Conveyance Allowance | 2000 | 24000 | As per Company Policy |
| Mobile Allowance | 1000 | 12000 | As per Company Policy |
| (A) Total Fixed Pay | 20699 | 251497 | |
| (B) Company Contribution to PF | 1800 | 21600 | Company Contribution to Provident Fund as per Provident Fund Act |
| (C) Company Contribution to ESIC | 575 | 6903 | Company Contribution to ESIC as per ESIC Act |
| Gross Total Fixed Pay
GTFP (A+B+C) | 23074 | 280000 | |
| Note: Advance Bonus component shown above would be paid as part of the monthly salary. All payments made towards Incentive/Variable Pay will be in accordance with the Payment of Bonus Act | | | |

| Flexi Component Details | Maximum Allowable Annual Limit | Remarks |
|-------------------------|--------------------------------|---|
| LTA | Maximum 12.5% of Basic | Eligible for all grades. This can be opted for up to 12.5% of Basic salary. LTA amount will be a part of reimbursable benefits and paid off with the salary after the employee submits proof of travel etc. in the format and in accordance with the Income Tax rule. |
| NPS | Maximum 10% of Basic | Eligible for all grades. This as per the NPS rules |

| Benefits Scheme | Sum Insured | Remarks |
|--|-------------|---|
| Group Term Life Policy Benefit | 2000000 | Coverage as per company's policy |
| Group Mediclaim Policy Benefit | 200000 | As per company Policy. For self, spouse & 2 children premium is borne by company. |
| Group Personal Accident Policy Benefit | 2000000 | As per company Policy. This is borne by company |



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Life Insurance**

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Sud Life Insurance Co. Ltd. | Shree Bank | Dai-ichi Life

Date: 09-Feb-2022

Name: Ashwini Dinesh Jagtap

Add: C/O Ashwini Dinesh Jagtap, Shri Nagar Mehrun, Plot No. 13A, Jalgaon, Jalgaon, Maharashtra-425001.

Contact No: 9511915341

Dear Ashwini,

Offer Letter: Relationship Officer

With reference to your interview with us, we are pleased to offer you the position of **Relationship Officer in M12- Jr. Associate- S1**. You will be on probation for a period of six months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Bancassurance, Nashik BO**. However, the company reserves the right to utilise your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.
4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.
(ii) Candidate who has worked with Star Union Dai Ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.
5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and verify the facts furnished by you. During verification, there may be certain documents/facts/proofs to be produced from your side. In case, you are not able to produce the same within stipulated

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Office: 11th Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.
No: 1800 256 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel.: 022-7196 6200 | Fax: 022-7196 2811
omercare@sudlife.in | Website: www.sudlife.in | IRDAI Regn. No. 142 | CIN: U66010MH2007PLC174472

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State of India | Citibank | Dai-ichi Life

Time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

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

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 12-Feb-2022.

Yours faithfully,



Authorized Signatory

I, **Ashwini Dinesh Jagtap**, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:

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MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **Ashwini Dinesh Jagtap** declare that;

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

2) I suffer / have suffered from (mention if any):

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

(Signature of the candidate)

Date:

Place:

Please refer to Annexure B for details of documents to be submitted prior to joining.

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Annexure B

ATTACHMENT TO OFFER LETTER

Please submit the following documents, as may be applicable to you, to the company prior to the date of joining.

List of documents are as below

Identity Details (all mandatory)

1. Recent passport size colour photograph with white background.
2. Aadhar Card (If the Aadhar Card is not available, then the aadhar card application need to be uploaded) self-attested
3. Address Proof (Passport / Driving License)
4. PAN Card (In absence of PAN card, a copy of application with application no. of PAN card)self-attested.
5. Updated/Latest Resume

Previous Employment Details

1. Appointment Letter/ Offer Letter of current employer
2. Resignation acceptance and Relieving letter of current employer
3. Relieving letter from previous employer
4. Any one from the below documents
 - a. Form 16
 - b. Payslip (Last 3 Months)
 - c. Bank Statement (Last 3 Months)
5. Latest Increment Letter

Education Details (all mandatory)

1. Last two highest qualification - Passing certificates
2. Last two highest qualification - Mark sheets

Other documents

Scan copy of cancelled cheque (*mandatory*)

After receiving the above documents, we will issue the hard copy of your Appointment letter on the date of joining.

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Once you join us immediately open salary account with partner banks. And inform your account no to HR at the earliest.

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Annexure A

Employee Information

| | | | |
|----------|-----------------------|-------------------|----------------------|
| Name | Ashwini Dinesh Jagtap | Designation | Relationship Officer |
| Position | Jr. Associate | Department | Bancassurance |
| State | MAHARASHTRA | Location & Region | Nashik DD |
| Grade | M12 | Scale | S1 |

| Remuneration Details | | | Remarks |
|--|-----------|-----------|--|
| Components | Per Month | Per Annum | |
| Basic | 5387 | 64649 | 30% of Total Fixed Pay |
| HRA | 2694 | 32325 | 50% of Basic |
| Flexible Components | 6618 | 79414 | Refer to the details below |
| Advance Bonus | 3000 | 36000 | As per the Payment of Bonus Act (This is paid on monthly basis) |
| Gratuity | | 3110 | As per the Payment of Gratuity Act |
| Fixed Pay | 17699 | 212497 | |
| Conveyance Allowance | 2000 | 24000 | As per Company Policy |
| Mobile Allowance | 1000 | 12000 | As per Company Policy |
| (A) Total Fixed Pay | 20699 | 251497 | |
| (B) Company Contribution to PF | 1800 | 21600 | Company Contribution to Provident Fund as per Provident Fund Act |
| (C) Company Contribution to ESIC | 575 | 6903 | Company Contribution to ESIC as per ESIC Act |
| Gross Total Fixed Pay, GTFP (A+B+C) | 23074 | 280000 | |
| M: Advance Bonus component shown above would be paid as part of the monthly salary. All payments made towards
B: Incentive/Variable Pay will be in accordance with the Payment of Bonus Act | | | |

| Flexi Component Details | Maximum Allowable, Annual Limit | Remarks |
|-------------------------|---------------------------------|---|
| LTA | Maximum 12.5% of Basic | Eligible for all grades. This can be opted for up to 12.5% of Basic salary. LTA amount will be a part of reimbursable benefits and paid off with the salary after the employee submits proof of travel etc. in the format and in accordance with the Income Tax rule. |
| NPS | Maximum 10% of Basic | Eligible for all grades. This as per the NPS rules |

| Benefits Scheme | Sum Insured | Remarks |
|--|-------------|---|
| Group Term Life Policy Benefit | 2000000 | Coverage as per company's policy |
| Group Mediclaim Policy Benefit | 200000 | As per company Policy. For self, spouse & 2 children premium is borne by company. |
| Group Personal Accident Policy Benefit | 2000000 | As per company Policy. This is borne by company |



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Date: 09-Feb-2022

Name: Shreya Rajendra Kapse

Add: Near Hanuman Mandir, House No. 347, Kapse Galli, Budhwar Ward, Malegaon, Nashik,
Maharashtra-423203.

Contact No: 9423649963

Dear Shreya,

Offer Letter: Relationship Officer

With reference to your interview with us, we are pleased to offer you the position of **Relationship Officer** in **M12- Jr. Associate- S1**. You will be on probation for a period of six months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Bancassurance, Nashik BO**. However, the company reserves the right to utilise your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

4. (ii) Candidate who has worked with Star Union Dai Ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated

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Time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

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

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than **12-Feb-2022**.

Yours faithfully,



Authorized Signatory

I, **Shreya Rajendra Kapse**, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:

Star Union Dai-ichi Life Insurance Company Limited

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We mean life!



**Star Union Dai-ichi
Life Insurance**

A MEMBER OF
KANAOKA Group | Union Bank | Dai-ichi Life

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, Shreya Rajendra Kapse declare that;

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

2) I suffer / have suffered from (mention if any):

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

(Signature of the candidate)

Date:

Place:

Please refer to Annexure B for details of documents to be submitted prior to joining.

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Annexure B

ATTACHMENT TO OFFER LETTER

Please submit the following documents, as may be applicable to you, to the company prior to the date of joining.

List of documents are as below

Identity Details (all mandatory)

1. Recent passport size colour photograph with white background.
2. Aadhar Card (If the Aadhar Card is not available, then the aadhar card application need to be uploaded) self-attested
3. Address Proof (Passport / Driving License)
4. PAN Card (In absence of PAN card, a copy of application with application no. of PAN card) self-attested.
5. Updated/Latest Resume

Previous Employment Details

1. Appointment Letter/ Offer Letter of current employer
2. Resignation acceptance and Relieving letter of current employer
3. Relieving letter from previous employer
4. Any one from the below documents
 - a. Form 16
 - b. Payslip (Last 3 Months)
 - c. Bank Statement (Last 3 Months)
5. Latest Increment Letter

Education Details (all mandatory)

1. Last two highest qualification - Passing certificates
2. Last two highest qualification - Mark sheets

Other documents

Scan copy of cancelled cheque (*mandatory*)

After receiving the above documents, we will issue the hard copy of your Appointment letter on the date of joining.

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Once you join us immediately open salary account with partner banks. And inform your account no to HR at the earliest.

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02

Ref No: 14124570
26-Apr-2021



Dhanyantari Balkrushna Nikam

Dear Dhanyantari Balkrushna

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,096**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **28-Apr-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks.
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing.
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant.

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant")

Suresh Bethavandur
Global Head-Talent Acquisition

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

Signature

Date



Date-01st June 2022

INDICHEM

To
Mr. Mayur Sandesh Nile
AE Post - Raigarh,
Tal - Raver, Dist - Jaggaol,
Pin - 425 508.

Subject: Your Appointment Letter Reg

Dear Mr. Mayur Nile

With reference to your application & subsequent interview you had with us, we are pleased to offer you the below said position in INDICHEM SPECIALTY FERTILIZERS PVT LTD ("Company") subject to the following terms and conditions:

1. JOB TITLE-

As 'Marketing Officer Trainee' you will report to the Regional Sales Head & other officers of the company. Any change in reporting officer will be communicated to you from time to time.

2. ANNUAL COMPENSATION-

You will be entitled to receive salary & benefits as outlined in Annexure I of the letter and as amended from time to time by the company. In addition you may also be provided certain other benefits and entitlements as decided by the company from time to time. However such benefits and entitlements are provided on a voluntary basis by the company & hence may be modified or withdrawn from time to time by the company.

3. TAXATION-

Your emoluments will be subject to income tax as per the provisions of Income Tax Act 1961.

4. DATE OF JOINING-

You have confirmed that you will be joining the services of the company on or before 01st June 2022. You will be on Probation for a period of six months from the date of your joining. After satisfactory completion of your Probation, your services will be confirmed (in writing). Notwithstanding anything contained herein, during the Probation period, your services can be terminated by either side, by giving one month notice. Your notice period after confirmation will be three months.

5. TRANSFERABILITY-

Your initial posting will be Raver. However, your services are transferable to any of the company's operations in any other place in India. The company further reserves the right to transfer your employment to any other entity, as part of transfer or undertaking or business of the company as part of any restructuring plan implemented by the company or by which the company is bound, on such terms & conditions as applicable to such plan.

6. NOTICE PERIOD & TERMINATION-

6.1- Either party can terminate the employment by giving three months' notice or three months' basic salary in lieu of notice, to the other party. In the event termination of employment is initiated from your side by issuing a notice, the company may at its discretion relieve you from such date as it may think fit even before the expiry of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

Page 1 of 4

INDICHEM SPECIALTY FERTILIZERS PRIVATE LIMITED

Registered Office: S No. 2004/3, Near Gopalan Mahara Mandir, Gagan Nagar, Farangipore, Tamil Nadu, India - 621308
Ph. No. 020 24226083, Mobile No. +91 9860369381, Email: hr@indichem.com

I hereby accept the position and terms & conditions of the employment offered.

Signed: _____ (Mr. Mayur Nile)

Date: _____

| ANEXURE-1 | |
|-------------------------|--------------------|
| Salary and Benefits- | Per Annum*(In INR) |
| Basic | 84,000.00 |
| HRA (50 %) | 42,000.00 |
| Leave Travel Assistance | 6,720.00 |
| Medical | 15,000.00 |
| PF (12 %) | 10,080.00 |
| Conveyance | 4,110.00 |
| Special Allowance | 78,090.00 |
| TOTAL | 2,40,000.00 |

*Reference to "year" or "annum" shall mean the Indian fiscal year (1st April to 31st March) unless otherwise stated.

Remuneration and Benefits

All taxes arising out of remuneration and benefits are to Consultant's account. This is a confidential document. The Company, at all times, reserves the right to amend, vary, substitute, and cancel all the benefits mentioned herein. Actual Reimbursement should be paid directly towards travelling, lodging & boarding charges as per the norms of client to contract consultant.

742 02

| Particular | Monthly | Annually |
|-------------------------------|---------|----------|
| Consultancy Fees | 10500 | 126000 |
| Travel & Mobile reimbursement | 1300 | 15600 |
| Gross Income | 11800 | 141600 |

For SY Management Solutions Pvt. Ltd.

S. K. Sharma

Director



Signature of Consultant

Provision of Services:

- At the sole discretion of the Company, you shall commence providing Services to a client of the Company intimated to you in writing by the Company, from the 01-Sep-20 to 30-Jul-21 & may be further extended may be informed you in writing. The Company, at its discretion may, change the Client designated to you from time to time, and you hereby agree and undertake to continue provision of Services to any new Client that the Company may designate to you.
- At all times, whilst rendering Services to the Client of the Company, you will be bound by terms of the Company Code of Conduct.
- In connection with provision of Services, you agree and undertake to:
 - Perform the duties assigned by the Company and/or the Client to the best of your abilities
 - Discharge your obligations diligently, with integrity and honesty;
 - Not engage in any immoral, fraudulent or illegal activities
 - Comply with all reasonable instructions issued by the Company/Client in connection
 - With the services required to be provided by the Client; and not act negligently or willfully cause any harm to the Client/Company.
 - You will comply with all lawful instructions and with the Company and the Client's rules and regulations (including, but not limited to, IT Policy, Human Resources Policy and HSSF Policy) as may be amended, replaced or issued from time to time and take steps to ensure, as far as reasonably possible, compliance by those for whom you are responsible.
 - If you suspect that there has been a breach or potential breach of laws, the Company and/or Client's policies and regulations, or any other misconduct, you are obliged to report this to the Company. You must report this promptly, without any undue delay, to your line manager, or the Company's Intern who shall have your line manager's delegation of authority in his/her absence.
 - Faithfully and diligently serve the Company and use best endeavors to promote the interests and business of the Company.
 - During the course of your employment with the Company, you shall not carry out any business, either alone or in partnership, or be directly or indirectly associated with any other organizations or person as an Intern, adviser, director, principal, agent, consultant or otherwise in any business, trade, or profession whatsoever, or give lectures in an institution or forum, without the prior express written permission of the Company.
 - There will 15 days' notice period to both parties before termination of this contract depend on mutual agreement.
 - Any asset given to you by the client or the company will have to be returned and only then shall your FNF/payments be cleared.



मालगाव महानगरपालिका, मालेगाव

फोन : (०२५५४) २३९८००, २३९८०९, २३९९५०

* ओळखपत्र *



नांव: अनिकेत रविंद्र पगार

पद: कनिष्ठ अभियंता

Aniket Ravindra Pagar
आयुक्त

मालगाव महानगरपालिका, मालेगाव

English Translation

Malegaon Municipal Corporation, Malegaon

Phone:(02554) 231800, 231809, 231950

IDENTITY CARD



Photo

Name- Aniket Ravindra Pagar

Post- Junior Engineer

Commissioner

Malegaon Municipal Corporation





APPOINTMENT LETTER

| | | | |
|---|---------------------------------|----------------------------|--------------------------|
| Date | 01 August 2020 | Employee Code | 30463 |
| Employee Name | Govardhan Sopan Pagar | Designation | Senior Crystal Doctor |
| Client Id | 2 | Notice Period (in days) | 7 |
| | | Contract period start From | 01-Aug-20 Till 01-Aug-21 |
| Client Name (here after "deputed client") | Crystal Crop Protection Limited | | |

Dear Ms./Mr. Govardhan Sopan Pagar

- With reference to your application and subsequent meetings, we are pleased to appoint you for the above mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication regarding notice period or pay in lieu of notice period from ETERNAL HR SERVICES PVT LTD. (here after "Company") or the deputed Client.
- 2) You agree that you will not hold any right to claim the permanent job on the basis of this appointment, during your tenure you may leave the services by giving above mentioned notice period days prior notice or pay in lieu to Company Similarly, Company may terminate your services by paying you above mentioned days notice or pay in lieu (The management, however, shall have the option to terminate the contract without giving notice or paying in lieu of notice, if the circumstances then prevailing compel the management to relieve you earlier, without giving notice as pay in lieu thereof. In the event you shall not claim or raise any dispute for non payment of notice pay.) In the event of your resigning from the services of the Company the Company can relieve you of your services with immediate effect without giving you the notice period pay, at its sole discretion.
 - 3) You are required to complete joining formalities within 7 days of Date of joining like submission of legal forms, address proof, age proof, Photo ID proof, adhaar No., UAN No., old ESIC No. Bank Account details etc. at the time of joining. In case of non submission, wrong submission or incomplete submission of documents Company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu to notice period.
 - 4) You are required to render your services to the above mentioned deputed client, at their premises, subject to the terms and conditions of this Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
 - 5) In terms of your Contract of employment, you shall be required to –
 - a) Faithfully perform your duties and services in a professional manner at the deputed Client's location until the completion of the contract period or the Work assignment which ever is earlier.
 - b) During the term of your Work assignment, render services exclusively to the deputed Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - c) Not engage in any conduct which is detrimental to the interest of deputed Client or our Company.
 - d) Not to receive any payment or kind of any nature, either directly or indirectly from the deputed Client or any other third party unless authorized by company in writing or confirmed as per e-mail.
 - e) Extend all co-operation to deputed Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - f) Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the deputed Client.
 - g) Comply with the safety, health and other Rules and Regulations of the deputed client and our Company.
 - 6) You agree to defend, indemnify and hold our Company as well as the deputed Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or legal dues of your previous jobs or action or for misconduct for violation of any law or creation of any legal liability by you.
 - 7) During the tenure of your engagement with company, you will not take any leave without prior written approval of your reporting manager (whether from company or deputed Client). Any Leave for more than 3 consecutive days without Information and Prior written Approval shall be considered as willfull Unauthorised Absenteeism and will allow company to take disciplinary action against you. Company will have the right to terminate your services considering no call no show as your willful resignation or non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
 - 8) Any dispute between you and the deputed Client or with the company shall be referred to a Sole Arbitrator appointed by the company. The arbitration shall be conducted in the English language, in accordance with the Arbitration Conciliation Act, 1996, at the venue where at you have been posted viz. same city. Your failure to attend and participate in the said proceedings; will amount to sufficient compliance with principles of natural justice. Hence, the Arbitration proceedings may be held in your absence viz. Ex-parte. Please note that the Civil and other Courts jurisdiction shall stand specifically barred.
 - 9) On leaving of Service from our company, the responsibility of PF Withdrawal will be only your own, the company can only be certify / verify the completely filled PF withdrawal forms as and when received from you along with all required documents as per EPF guidelines.
 - 10) For TDS (Tax deduction at source) computation in case of non-submission of PAN Number, company shall deduct flat percent of TDS on your total earnings as per the Income Tax Act. Apart from above terms conditions your appointment will be governed by the acts and laws application to the contract in respect to leaves, medical benefits, state level act and laws, deputed client's policies, targets etc.

PARTNERING YOUR CHALLENGES



Salary Details

| Salary Components | Monthly Amount (Rs.) | Annual Amount (Rs.) |
|--|----------------------|---------------------|
| Earnings | | |
| Basic salary | 12386 | 148632 |
| House Rent Allowance | 5410 | 64920 |
| Conveyance/Traveling Allowance | 0 | 0 |
| City Compensatory Allowance | 0 | 0 |
| Mobile\ Internet Allowance | 0 | 0 |
| Medical Allowance | 0 | 0 |
| Special Allowance | 0 | 0 |
| Management Allowance | 0 | 0 |
| Management Reimbursement | 0 | 0 |
| Uniform Allowance | 0 | 0 |
| Food Allowance | 0 | 0 |
| Variable Earning | 0 | 0 |
| Education Allowance | 0 | 0 |
| Performance linked Allowance | 0 | 0 |
| Washing Allowance | 0 | 0 |
| Bonus | 1032 | 12384 |
| LTA | 0 | 0 |
| Gross Salary | 18828 | 225936 |
| Employee's Compliance Deductions may change as per laws | | |
| Esic Employee contribution | 141 | 1692 |
| Epf Employee contribution | 1486 | 17832 |
| Net Take Home * | 17201 | 206412 |
| Employer's compliance Contributions (excluding your gross salary/earnings) may change as per laws | | |
| PF Contribution | 1486 | 17832 |
| PF Admin, EDLI EDLI Admin | 124 | 1488 |
| ESI Contribution | 612 | 7344 |
| Total CTC | 21050 | 252600 |

- 11) * Net Take Home will be affected by Income Tax, Professional Tax and other state level compliance contributions as applicable.
 12) Company has the authority to change or remove any or the entire allowance/ reimbursement component without any written or verbal communication/confirmation to/from you.
 13) Your contract is coterminous with the contract between deputed client/project you are deputed and Company.
 14) You will be paid as per the payouts approved and provided by the deputed client.
 15) You will be paid full and final payment after completion of at least 45 days from your date of leaving or date of receiving your resignation and no dues certificate from your supervisor whichever is later.

For Eternal HR Services Private Limited,

Authorized Signatory

Please sign the copy of this letter in token of its acceptance to you and return back to organization.

I understand, accept all the terms and conditions mentioned above and declare that the information provided by me in the documents submitted to Eternal Hr - Services is true, valid.

Employee's Signature: _____

Employee Code: 30463
 Employee Name: Govardhan Sopan Pagar
 Project Id: 343

Client Id: 1
 Client Name: Crystal Crop Protection Limited
 Dispatch Id

PARTNERING YOUR CHALLENGES

Ref No : MPL/PHARMACORE/TPSO/027413/131/2021-22
Date : 06-03-2022

FORM A
(See Rule 22[1])
LETTER OF APPOINTMENT

1. NAME OF ESTABLISHMENT : MACLEODS PHARMACEUTICALS LTD
2. ADDRESS : ATLANTA ARCADE, CHURCH ROAD,
NEAR LEELA HOTEL, ANDHERI-KURLA ROAD,
ANDHERI(EAST), MUMBAI-400 059, INDIA.
3. NAME OF THE EMPLOYER : MACLEODS PHARMACEUTICALS LTD
4. NAME AND ADDRESS OF SALES PROMOTION EMPLOYEE (TRAINEE PROFESSIONAL SALES OFFICER) : Mr JAYESH BHASKAR PAGAR
AT. POST MALEGAON CAMP
KRUSHI NAGAR, MANAV PARK COLONY
423102 TAL- MALEGAON, DIST NASHIK
MAHARASHTRA

5. Mr. JAYESH BHASKAR PAGAR is appointed as a **TRAINEE PROFESSIONAL SALES OFFICER**
in our Organization w.e.f. **06-03-2022** base at **MALEGAON H.Q.**
in **PHARMACORE Division** on the following terms and conditions :-

6. You will be **ON-THE-JOB** training for a period of three months from the date of engagement. After training, if found suitable, you will be taken on probation for 3 months. Your service after the expiry of this probation will be confirmed subject to your sales performance and work inputs like average daily Dr. Calls, Chemist calls and reporting having been found up to the mark and regular. After expiry of three months period your probation period can be further extended in case your performance is not satisfactory. So after the expiry of three months period you will continue to work on probation till you hear from us in writing that your services have been confirmed.
7. Your minimum rate of increment in wages per year shall be Rs.100/-.
8. You will be paid monthly gross remuneration of Rs.18520/- and your CTC will be Rs.270144/- p.a. For complete remuneration break up and allowance structure - Annexure - C attached.
9. The date of birth as recorded by the documentary evidence produced by you is 13-07-1997
10. The Qualification Certification attached (details mentioned in the Bio-Data format) by the documentary evidence produced by you are as follows :-
a) Bachelor in Science
b) M.B.A
11. You will retire from the Company Services on reaching the age of 58 years.
12. Other terms and conditions of Services : As per Annexure B attached

For Macleods Pharmaceuticals Ltd.



Authorized Signatory

I have read the above terms and conditions and I do hereby agree to abide by the same and accept the same.

Signature _____

Mr JAYESH BHASKAR PAGAR



UNITED PHARMA

MANUFACTURER OF AYURVEDIC MEDICINES

📍 : 135, Sahkar Nagar, Dubeyhar, Sector - M,
Keshavpuram, Awas Vikas-1, Kalyanpur
Kanpur - 208 019
☎ : 09235427220
✉ : unitedpharma10@gmail.com

Date.....

LETTER OF APPOINTMENT

Date- 01 MARCH 2019.

1. NAME OF ESTABLISHMENT : UNITED PHARMA
2. NAME & ADDRESS OF EMPLOYEE : JAYESH BHASKAR PAGAR
3. MR JAYESH BHASKAR PAGAR is appointed as **TRAINEE MARKETING EXECUTIVE** in this establishment with effect from the date of reporting at **MALEGAON DIST-NASHIK** as mentioned on last page in endorsement of acceptance.
4. You will be on training period for period of 6 months from 01 MARCH 2019. On completion of your training period your service have been regularized and you have been put on probation for a period of 3 months from **01 SEPTEMBER 2019**. This period may be extended at the discretion of the company to enable you to achieve the expected standard of your performance. At the end of probation period you will be either (a) Confirmed in the service of the company or (b) if your performance is not up to the expected standard terminated from services.
5. Your scale of payment is as under:-
 - (a) Remuneration : You will be offered a consolidated remuneration Rs. 7500/- per month.
 - (b) ALLOWANCES : You will be offered working allowances as under
Rs. 150/-- Headquarter Allowance per working day.
Rs. 150/-- Ex Headquarter Allowance per working day.
 - (c) Other benefits : Except 5(a) & 5(b), you will not eligible for other Benefits whatsoever may be called till the communication by the organization in writing to you for eligibility of the same.

[Handwritten Signature]

Date : 21-Aug-2021

Name : PARDESHI AJAY RAVIRAJ
 Address : AADHARSH NAGAR DHULE ROAD CHALISGAON JALGAON- 424101
 Employee Code : ASS19234

Dear Sir / Madam,

We are pleased to appoint you in our organization as **RELATIONSHIP OFFICER (Grade – E2)** in the **RURAL LENDING B2B SALES** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **24-Aug-21**. Your place of work shall presently be at **CHALISGAON**.

You will be on orientation period of 5 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

| Compensation | Monthly (Rs) | Annual (Rs) |
|-------------------------|--------------|---------------|
| Basic | 8010 | 96120 |
| HRA | 4005 | 48060 |
| Bonus | 1750 | 21000 |
| Special Allowance | 3527 | 42324 |
| Mobile Allowance | 500 | 6000 |
| Employer Provident Fund | 1654 | 19848 |
| Employer ESIC | 579 | 6948 |
| Gratuity | 385 | 4620 |
| CTC | 20410 | 244920 |

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

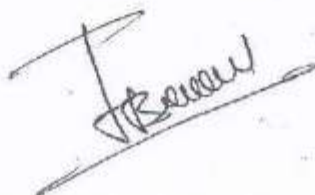
6 Other Conditions of service:-

- 1.(a) Other Allowances: You will be entitled to the travelling fare as per the company's policy from time to time. The Allowances do not form a part of remuneration.
(b) This appointment is given on the basis of your under taking to work honestly, diligently, efficiently and maintaining a minimum sale target as communicated from time to time and with understanding that you will maintain and show a reasonable growth continuously. The management shall go on fixing your sales target for every period of Three months or otherwise as per of the organization from to time.
(c) When on maintenance of satisfactory sales and responsible growth over a long period, management may consider for incentives specifically on the strength of enhanced sales. The incentive can not be claim wages. The incentive scheme will be declared from time to time and for specific period.
(d) All payment are payable to you either by demand draft or by Account Transfer.
2. Your services will be liable to be terminated at any time on giving one month notice in writing or by paying one month's remuneration in lieu of the notice period from either side. The period of the one month is to be calculated from the date of such notice.
3. That this appointment shall come automatically to an end on your attainment of the age of 55 years if not terminate earlier or if not specifically extended beyond the age of 55 years. However if you are found unfit to work as a Marketing Executive on any ground or otherwise, the management reserves the right to verify your service in any other capacity or to premature retirement.
4. You shall be medically examined by a doctor appointed by the establishment as and when desired by the establishment for verifying your fitness to work as a Marketing Executive or to verify your sickness or for any other reason.
5. That is your duty to receive periodical training to properly equip yourself, to propagate for the company and its products or for any other products as required by the establishment and to promote and secure sales as per targets fixed by the establishment from time to time depending upon area and other circumstances and to constantly remain in touch with the company clients for propagating and ensuring sales and proper distribution and other duties assigned by the establishment from time to time.
6. That you shall attend any work / assignment entrusted by the establishment from time to time. That you shall follow up technical and trade enquiries and shall endeavor to

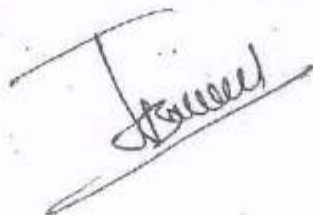


facilitate early realization of payments and early retirement of documents relating to supplies effected you will keep you the image of the establishment.

7. That you shall devote your whole time attention exclusively to the duties entrusted to you the best of your power, ability and skill and shall not do any other work for any person or concern in any capacity whether with or without any remuneration nor shall hold any private business.
8. That you shall not disclose, divulge or make public or shall personally use for your gain any of the materials, processes, accounts, transactions, dealings, information, etc. whether the same may be confirmed to you or may become known to you during the course of your service or otherwise.
9. That you shall not seek or try to secure any other job or assignment without previous written consent of the establishment. That the establishment will not give such consent for any reason what so ever.
10. That your hours of working are not fixed, but you shall work in which Marketing Executive have generally to work. You shall post daily reports to the JALGAON Branch Office in the evening.
11. That you shall work as per the as per approved periodical tour programme given by your controlling officer. That you shall not make any change in the approved tour programme without prior sanction by your superiors.
12. Your region has been fixed at **MALEGAON DISTRICT - NASHIK AS WHOLE** which shall be your working head quarter. Your services are liable to be transferred to any other place and be posted at any part of the country without assigning any reasons. You will be awarded reasonable transfer expenses and 5 days time to report on duty at such transferred place if transfer is within the state and 10 days time will be given to report on duty if transfer will be out of state.
13. That you may be terminated immediately if you act in such a way that the establishment loses confidence in you or if you are found guilty of breach of any terms mentioned therein, or contravene any instruction, routines and practices of working or commit insubordination or in contravention of the tradition common for working as a Marketing Executive in general, commit any fraud, dishonesty, embezzlement, misappropriation or are found negligent of duties or accept any commission, discount criminal offense or place personal consideration of any nature above the establishment's interest or act otherwise against the interests of the establishment.



14. That in case of receipt of any present, commission or any sort of gratification from any person or party if offered, you shall report to the establishment in writing and should you receive any, the same shall be handed over to the establishment immediately.
15. Till the confirmation in writing by establishment, you will not be eligible for leaves in the nature of paid, accumulated, casual, medical, vocational or otherwise whatsoever may be called.
16. That if you will abstain yourself from work without prior consent of your superior or otherwise fail to attend to your duties or abandon your work. You shall be liable to be terminated without any claim over the establishment in any respect. That no leave shall be taken without prior written permission. If default is made, respective payment is reduced from your monthly payment.
18. That no leave is granted during the period of probation and training.
19. That all disputes and differences are to be referred and to be dealt with and are to be settled at Kanpur and that the court tribunals and/or authorities at Kanpur only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this agreement irrespective of your working region being elsewhere at that time.
20. That you will have to deliver at RBM H.Q all the stationery, materials, handbag and other belonging of the establishment immediately at your cost on or termination / resignation.
21. That the establishment would be entitled to adjust their dues from you from any amount payable to you.
22. If leaving the organization within one year from date of appointment without one month prior notice, one month remuneration payable & expenses will be deducted at the time of settlement.
23. If leaving the organization within two years and above from date of appointment without one month prior notice, one month remuneration payable will be deducted at the time of settlement.
24. You will be accountable to report your daily work schedule to your superior by telephonic conversation, WhatsApp, Email, on daily basis. Failure to report on day(s)



will counted in your unpaid working day for which Rs.100/-per day will be considered for deduction at the time of payment of remuneration.

25. Following are some of the instances deemed to be mis-conduct entailing discharge dismissal, and leniency on the part of the management or a particular instance would not be taken as waiver of the right to disciplinary action.

a. Negligence, inefficiency, dis-regarding of instruction subordination to the superiors, creating ill will, ill filling against the management, colleagues or superiors and offending them.

b. Causing loss of business repute property of the management colleagues and superiors.

c. Willful in subordination or dis-obedience whether alone or in combination with other, to any or all lawful and reasonable orders of superiors.

d. Theft, fraud or dis-honest in connection with the establishment's business or property.

e. Willful damage to or loss of establishment's goods or property.

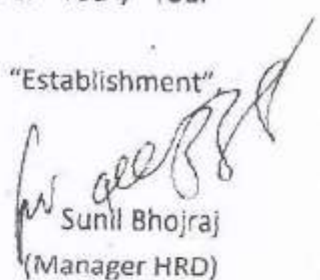
f. Taking or giving bribes or any illegal gratification.

g. Habitual absence without leave or continuous absence without leave for more than 10 days.

h. Habitual late attendance.

26. That whenever the words like "Medical Representative", "He/She", or "You", "Your" are used the same shall mean you

and whenever the word like "Management", "Organisation", "Establishment" "company", etc. occurs that means ourselves, the establishment.


Sunil Bhojraj
(Manager HRD)

ENDORSEMENT OF ACCEPTANCE:

I unconditionally accept the above offer of appointment under the company on the terms and conditions mentioned there in and I agree to abide by that.

I shall positively report on duty on or before _____ at MALEGAON

PLACE; _____, DATE; _____, SIGNATURE; 

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.



Ref.: UK/AL/HR-181/2021-22

Date: 23.08.2021

To,
Mr. Utkarsh Narendra Pawar
3, Gurukrupa Housing society,
Nampur Road, Near PWD office,
Malegaon Camp, Malegaon,
Nashik
Mobile: - 7020708658

Sub.: Letter of Appointment

With reference to your interview had with us, we are pleased to issue your detailed appointment letter as per the terms and conditions mentioned below:

1. Date of Joining : 19.08.2021
Designation : Sr. Engineer-Purchase
2. Salary & Allowances : Rs.18,000/-P.M
3. Salary, Allowances and the Benefits paid shall be subject to statutory deductions as applicable.
4. You will be on probation for the period of 6 (Six) months from the date of joining i.e, 19/08/21, during the probationary period, your services can be terminated at any time without assigning any reason or notice or compensation. Some of the important requisites of confirmation of your appointment in Company are your performance, quality of work, competence, attendance, sincerity, discipline, and social attitude like co-operation with others. On completion of your probation, your services may be confirmed in writing and unless the letter to that effect is issued you will continue to be on probation and your probation is deemed to be extended.
5. During your employment with company or thereafter you shall not discuss, divulge or communicate to any person or person's any information relating to the trade of the Company.
6. You shall carry out all the instructions and duties given to you from time to time by your superiors at their sole discretion and the exigencies of the Company's work may demand.



Ref: UK/AL/HR-181/2021-22

Date: 23.08.2021

To,
 Mr. Utkarsh Narendra Pawar
 3, Gurukrupa Housing society,
 Nampur Road, Near PWD office,
 Malegaon Camp, Malegaon,
 Nashik
 Mobile: - 7020708658

Sub.: Letter of Appointment

With reference to your interview had with us, we are pleased to issue your detailed appointment letter as per the terms and conditions mentioned below.

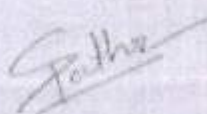
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5. During your employment with company or thereafter you shall not discuss, divulge or communicate to any person or person's any information relating to the trade of the Company.
6. You shall carry out all the instructions and duties given to you from time to time by your superiors at their sole discretion and the exigencies of the Company's work may demand.


- 7 That the Management shall have the right to get you medically examined or re-examined at any time by registered medical practitioners, eye specialist or any medical officer appointed for the purpose whose findings will be final and binding upon you. Your continuation in service will be subject to your remaining physically and mentally fit and alert.
- 8 Your services can be transferred by the Company to any of its Division/Branch or group companies, anywhere in India. In the event of such transfer, your services will be governed by the rules & conditions prevailing in that company or the establishment.
- 9 After confirmation should there be any reason for separation from either side, one month's notice or gross salary in lieu of notice shall be given by either party to the other for its intention of terminating this contract of employment.
- 10 You shall retire on completion of 58 years of your age.
- 11 Your services will be governed by the Human Resource Policy Manual, Rules and regulations of the company now in force and to be in force from time to time.
- 12 This appointment is being made on the understanding that the information given by you is correct and complete. If it is found at any time that the information given by you is not correct, this appointment will be withdrawn and your services will be terminated with immediate effect. Besides this, the company may take other legal action if deemed necessary.

We are issuing this letter in duplicate please return one copy of this letter duly signed as a token of your acceptance of all the terms and conditions.

For Ukay Metal Industries Pvt Ltd

Received Original Appointment
Letter and accepted the contents
therein.


Authorized Signatory


(Utkarsh N. Pawar)

SKD ENTERPRISES

INDUSTRY & SUBSIDY CONSULTANT



Ref No. : SKD Enterprises/Appointment Letter/22-23/0013

Date : 25th Aug 2022

To : Miss. Pooja Vasant Pawar
Flat No. 03, Shri Paras Residency,
Near Jain Sthanak, Collector Patta,
Malegaon, Nashik

Subject : Appointment Letter

Dear Pooja Vasant Pawar,

We welcome you to and are pleased to confirm your appointment for the position of **Processing Executive with SKD Enterprises**, under the following terms and conditions:

DUTIES & RESPONSIBILITIES

As **Processing Executive** you will be responsible for the activities in the India.

During the appointment, you shall:

- i. Perform the duties and exercise the powers and functions, whether relating to the Company or to any parent, subsidiary or affiliated companies, which from time to time may reasonably be assigned to or vested in you by the Company;
- ii. Travel even outside your assigned area anywhere in India and overseas if so required by management;
- iii. Comply with all reasonable requests, instructions and rules/regulations made by the Company (or by anyone assigned by the Company or its parent companies) and give the Company such explanations, information and assistance as the Company may reasonably require;
- iv. Comply with all lawful instructions given to you by the Company or any of its duly authorized representatives;
- v. Not be engaged or interested in any other gainful commercial employment, business or activity, part-time or full-time, directly or indirectly or simultaneously; and
- vi. Well and faithfully serve the Company to the best of your abilities and use your best endeavours to promote the interests of the Company and, if requested, any parent, subsidiary or affiliated company/ies.

Office : 3rd Floor Archit Icon, Patil Lane No. 3, College Road, Nashik - 422 005
Phone No.: 0253-6687272, 7422848484 | Email : info@esarkaribabu.com
Registered Office : SKD Enterprises, 3rd Floor, Rushiraj Annex,
D'Sruza Colony, College Road, Nashik - 422 005

www.esarkaribabu.com

The Company reserves the right to alter your designation in event of any re-organization or at any time the Company deems necessary and proper.

The Company may vary or withdraw all or any of the duties, powers and functions assigned to you from time to time under this employment as the Company shall deem fit in its absolute discretion.

PLACE OF WORK

You shall carry out your duties primarily in Nasik and other business places of the company whenever need. You shall be ready to travel extensively.

REMUNERATION

- **Salary:** Monthly Gross starting salary of Rs.10,000/- subject to tax and other statutory deductions
- Business Travel allowance and reimbursements as per company policy

You will be entitled to participate in the Company's bonus and incentive scheme. The bonuses and incentives for each year are based upon the Employee's achievement of predetermined objectives, which are set annually and based upon the Company's performance. The bonuses and incentives will depend on key performance criteria and weighting, which will be discussed and agreed with the Employee from time to time. The payment for the same will be made at the end of each year based upon an individual's performance.

You will be reimbursed by the Company for such travel, boarding and lodging, entertainment, conveyance and other out-of-pocket expenses as shall be incurred by him in the course of his employment under this Agreement, and as per travel guidelines of the Company.

Any taxes imposed by or under Indian tax laws attributable to any payment made to the Employee under this Agreement shall be borne by you. All payments under this Agreement will be subject to tax deduction at source under the provisions of the Indian Income Tax Act, 1961, as applicable, and deduction will be made as required.

PROBATION PERIOD

You will be under a probation period for 3 months starting from the date of joining and will be confirmed as **Processing Executive** on satisfactory performance as reviewed by the Management.

PERFORMANCE REVIEW

Your performance review shall be done as per the prevailing performance review practice of the Company, as may be modified from time to time. All promotions and increments, or lack thereof, shall be at the sole discretion of the Company.

Other Terms

1. HOURS OF WORK

The normal working hours of the Company shall be from 9:30 am to 6.00 pm each working day, with half an hour lunch break, usually between 1:00 pm and 1:30 pm. More than 3 late in time punching after 9.45 am will be considered as half day leave. The timings and days may be revised as per the requirements.

Employee shall devote substantially all of his business time (excluding approved leaves) to the performance of his duties with the Company under this Agreement.

Employee hereby acknowledges and agrees that by virtue of his position, the nature of his services, and the industry in which the Company operates, he may from time to time be required to work additional hours and weekends as and when reasonably required based on the needs of the Company. The Employee will not receive nor be entitled to any additional remuneration or other benefit in respect of any such additional hours worked.

2. LEAVE & HOLIDAYS

In addition to national holidays and holidays notified by the State government (10 holidays), the Employee shall also be entitled to up to 12 working days privilege leave and in each year. All Holidays needs to be notified well in advance, and prior approval from the management is necessary. The leave cannot extend in continuation beyond a period of 7 days at any period of time.

If the leave is taken on account of sickness or accident (or sickness, accident or death in the family), the employee shall promptly inform the Company about the reasons for the absence.

In the case of absence of the Employee for a continuous period of 10 working days (including absence when leave though applied for but not granted), the Company shall have the option to terminate the services of the Employee without the requirement of giving any notice to the Employee or compensation in lieu of notice.

3. LIABILITY

The Employee shall indemnify and keep the Company indemnified against any loss, costs, expense, damage or injury arising out of or in connection with the Agreement to the extent that such loss, costs, expense, damage or injury is caused by the default or by the negligent or wilful acts or omissions of the Employee.

4. NON-COMPETE

For the purposes of this clause, the following definitions shall have the following meaning:

"Competing Activity" shall mean any business, trade or occupation the same as or similar to or in conflict or in competition with any activity carried on by the Company. The Employee shall not during the term of this Agreement and for a period of 5 year after the termination/expiration of this Agreement, knowingly, without the Company's prior written consent which shall not be unreasonably withheld, be directly or indirectly engaged or interested in any Competing Activity, in any capacity or in any manner whatsoever.

6. TRAINING

In case the Company, at its own discretion, requires the Employee to undertake any form of advanced technical or professional training that enables the Employee to enhance his current skills or acquire new skills including knowledge of new processes, techniques and know-how relating to the Company's present or future business, at any location (in India or overseas), the Employee hereby agrees that the Employee shall complete all such training programs as directed by the Company.

7. TERMINATION

Either Party may terminate this Agreement at any time, by giving two months' written notice to the other Party or salary in lieu thereof.

Notwithstanding the aforesaid, the Company shall be entitled to terminate this Agreement forthwith by written notice to the Employee if the Employee shall:

- i. Commit any material breach of this Agreement;
- ii. Be guilty of any gross misconduct or willful neglect or any act of dishonesty in the discharge of his duties, drunkenness, absence without leave or failure to comply with lawful instructions or if he conducts himself in a manner calculated to bring the Company or its employees into disrepute;
- iii. Be found guilty of communicating or passing any information in any form related to any aspect of the Company to anyone not employed by the Company and not part of his official business with the Company, except in the ordinary course of business of the Company;
- iv. Become bankrupt or make any arrangement with his creditors;
- v. Be convicted of any criminal offence;
- vi. Be found medically (physically or mentally) unfit;
- vii. Engage himself in any other gainful commercial employment, business, or activity, part-time or full-time, directly or indirectly or simultaneously, as long as employed with the Company, except with prior written permission of the Company.

The Agreement shall automatically terminate (and neither Party shall have any claim against the other in respect of such termination) upon the Employee reaching the age of 58 or upon the death of the Employee, whichever first occurs.

8. **CONSEQUENCES OF TERMINATION**

Upon termination of this Agreement for whatever reason the Employee shall:

- i. Immediately deliver to the Company all books, documents, papers, materials, keys, usernames and passwords, and any other property or asset relating to the business or affairs of the Company which may then be in the Employee's possession or under his control;
- ii. Forthwith and without any claim for compensation for loss of office resign from any office of the Company held by him.
- iii. not at any time thereafter represent himself as being in any way connected with the business of the Company;
- iv. not for a period of two years thereafter, without the prior written consent of the Company, solicit or endeavour to entice away from employment with the Company any person who is an employee of the Company at the time of the termination of this Agreement.

9. **GOVERNING LAW, DISPUTE RESOLUTION AND JURISDICTION**

This Agreement shall be governed by and construed in accordance the laws of India.

Any dispute or difference arising under or in connection with this Agreement or any breach thereof which cannot be settled by friendly negotiation and agreement among the Parties, shall be referred to arbitration as per the provisions of the Indian Arbitration & Conciliation Act, 1996, as amended from time to time.

There shall be a sole arbitrator appointed by the mutual consent of the Parties. The language of the arbitration shall be English. The venue of the arbitration shall be Mumbai. The Parties will share equally the costs of any arbitration, irrespective of the outcome. The award by the sole arbitrator shall be final and binding upon the Parties.

10. **WAIVER OF RIGHTS**

If this employment is terminated because of the liquidation of the Company for the purpose of amalgamation or reconstruction and the Employee is offered employment with such amalgamated or reconstructed company on the terms of a substitute agreement not less favourable in all material respects than the terms of this Agreement the Employee shall have no claim against the Company in respect of such termination of this Agreement.

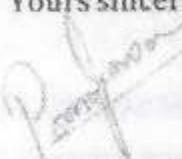

RULES, REGULATIONS AND POLICIES OF THE COMPANY

Your employment will be governed by the rules, regulations and policies of the Company, as applicable from time to time.

GENERAL

- a) The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
- b) We request you to sign a copy of this offer letter as token of your acceptance.


Yours sincerely,

SKD Enterprises

I have read, understood and agree to the terms and conditions as set forth in this Appointment letter.

Miss. Pooja Vasant Pawar



(Your signature)

Date: 25/10/2022

Location: Nasik

Date: 18 May 2022

Dear Kapil Gokul Pingale,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

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

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Rural Two Wheeler Loan" of GB02 Band.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **13 Jun 2022** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age of the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our **Amalner** office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Page 1 of 6

Bajaj Finance Limited

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

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L53910MH1987FLC042961

www.bajajfinserv.in/finance

- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (Forty-five days)** written notice to the other party. The notice period of **45 (Forty-five days)** is part of the Employee Separation Policy which is available for your reference on the Company's Intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

Bajaj Finance Limited

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

Tel: +91 20 30405000
Fax: +91 20 30405020
Corporate ID No:
L059106MH1987PLCO42961

www.bajajfinserv.in/finance



- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained, and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

Bajaj Finance Limited

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

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
165916MH1987PLC042961

www.bajajfinserv.in/loaner



- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

Page 4 of 6

Bajaj Finance Limited

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

Tel: +91 20 30415060
Fax: +91 20 30405020
Corporate ID No -
LGS910AM19879NC042961

www.bajajfinserv.in/finance



you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

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

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

KOMAL WILFRED

Issued by : Capgemini India Services Pvt Ltd
Reason : Digitally signed by Komal Wilfred as per Indian e-sign technology Act, 2008.
Date : 2022.05.23 15:48:50 +05:30

Komal Wilfred
National Head – Human Resources

Encl: Annexure

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

Signature : _____

Name : _____

Page 5 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 005, Maharashtra, India

Tel: +91 20 30405000
Fax: +91 20 30405020
Corporate ID No:
L65900MH1987PLC042961

www.bajajfinserv.com/finance



Annexure - A

Detailed Salary Structure

Date : 18 May 2022
Name : Kapil Gokul Pingale
Band : GB02

| Particulars | Annually | Monthly |
|------------------------------|----------------|---------|
| Basic | 108,000 | 9,000 |
| House Rent Allowance | 54,000 | 4,500 |
| Special Allowance | 27,337 | 2,278 |
| Statutory Bonus | 32,222 | 2,685 |
| Contributory Provident Fund | 16,240 | 1,353 |
| ESIC | 7,201 | 600 |
| Fixed Pay | 245,000 | 20,416 |
| Gratuity | 5,195 | |
| Indicative Performance Pay# | 61,250 | |
| Total Cost to Company | 311,445 | |

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

Other Benefits:

- Gratuity benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
 Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /-** (Rupees Twenty Lakh only). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /-** (Rupees Twenty-five Lakh only).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /-** (Rupees Three Lakh only) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

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

Signature : _____

Name :

Date :

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411004, Maharashtra, India
 Registered Office: Mumbai - Pune Road, Akard, Pune - 411 005, Maharashtra, India

Tel: +91 20 30405000
 Fax: +91 20 30405020
 Corporate ID No.: 1659104H19879, 042961

www.bajajfinserv.in/finance



OK

प्रगत संगणन विकास केंद्र
CENTRE FOR DEVELOPMENT OF ADVANCED COMPUTING



संस्कृतिको और सूचना प्रौद्योगिकी मंत्रालय की राजनिक संस्था, भारत सरकार
Ref: C-DAC/HRD/2021/CAMP/3936 Information Technology, Government of India

October 18, 2021

Ms. Pratiksha Ketan Deshmukh
301, "Platinum" Apartment, Behind Nkgsb Bank,
Wakad, Pune - 411057 Maharashtra, India
Mob No: 9588482910



सी-डैक इनोवेशन पार्क
पंचवटी, पालघा
पूणे - 411008, भारत
C-DAC Innovation Park
Panchavati, Pashan
Pune - 411008, India
फोन / Tel: +91-20-2650 3100
फैक्स / Fax: +91-20- 2559 3131
www.cdac.in

Sub: Offer of appointment on contract on consolidated salary basis as
'Project Engineer'

Dear Ms. Pratiksha Ketan Deshmukh

This has reference to your interview you had with us on October 4, 2021. We are pleased to appoint you as 'Project Engineer' purely on contract basis from date of joining to December 31, 2024 on consolidated salary. This contractual appointment is against time bound projects undertaken by C-DAC. The terms and conditions of your appointment are as under:

- 1) You shall be paid a Consolidated Salary of Rs.50000 pm (Rupees Fifty Thousand Only) (all inclusive) without any other allowances. In addition, you shall be eligible for medical reimbursement, Contributory Provident Fund (CPF), Leave and TA/DA for official Tours as per the rules or guidelines as applicable from time to time for appointments made on contract on consolidated salary in C-DAC.
- 2) You are required to join at C-DAC, Pune on or before 28/10/2021. In case of your failure to report on 28/10/2021, your offer of appointment will stand withdrawn automatically without any further intimation.
- 3) Your appointment is for the project "Design & Development of Web Portal and Digital Archival System for the Digital Repository of Indian Textiles and Crafts". However, C-DAC at its discretion, shall deploy you to other project(s) fully or partially at any time without notice, as per the organizational requirements. Your appointment on contract on consolidated pay is from the date of your joining till December 31 2024 or till the end of your requirement in the project, whichever is earlier.
- 4) Your first place of posting will be at C-DAC, Pune. However, C-DAC reserves the right to assign duties to you in any location where C-DAC has its centre or project site. For joining the post you have to report at HRD Dep C-DAC, Pune.
- 5) This letter does not imply renewal of contract automatically unless explicitly renewed or extended by a formal written communication. Your services shall stand automatically ended on expiry of the period of current contract.
- 6) C-DAC reserves the right to end the contract and terminate your services by giving 45 days' notice or 45 days' salary in lieu thereof without assigning any reason.

- 7) You will be required to give 45 days' prior notice in writing if you wish to resign from the contract service. In case of shortfall in notice period, the Centre at its discretion may permit you to make up the shortfall by paying an amount equal to the salary in lieu of the shortfall or by adjusting the available leave, as per extant rules.
- 8) You will have no proprietary/ commercial interests in any software developed and any other product / service offered by C-DAC. C-DAC reserves all rights to products and services created at C-DAC. You will not share any of these rights irrespective of any involvement you may have in the development of product/services etc. You are also required to sign a non-disclosure agreement along with this offer letter as attached.
- 9) You will discharge your duties and responsibilities carefully and diligently. You will maintain confidentiality of the documents and information available at C-DAC.
- 10) Your contractual appointment as per this agreement is on Full-time basis and we expect you to serve the institution by strictly following the Office timings as applicable to C-DAC employees as per rules.
- 11) Your contractual appointment shall be governed by Rules, Administrative Orders, HR Policies and Policy guidelines of C-DAC in force as amended from time to time and as applicable to such appointments.
- 12) You shall be assigned work from time to time by the Competent Authorities of C-DAC, depending upon the requirements of the project and activities of the Centre.
- 13) You shall be governed by conduct or discipline rules of C-DAC in force.
- 14) Your contractual appointment as per this agreement is time bound for specified duration and is not of regular in nature. During or at the end of the contractual period you shall not derive any right or claim for any post or appointment in C-DAC.
- 15) On accepting this offer, you will not apply for study, scholarship or job elsewhere without written consent from C-DAC.
- 16) You will be entitled to the following benefits during the contract period.
 - i) **Medical:** You shall be entitled for medical reimbursement for self, spouse and dependent children meeting with the dependency criterion of C-DAC. The maximum limit for medical reimbursement per year shall be equivalent to one month's total emoluments. Unclaimed amount shall not be carried forward. Medical Expenses beyond eligibility shall not be allowed.



- ii) **Contributory Provident Fund:** You shall be covered by Contributory Provident Fund Scheme wherein you shall contribute maximum of Rs.1800/- [12% of basic salary or Rs.15000/-, whichever is lower) per month and C-DAC shall also contribute an equal amount every month.
- iii) **Gratuity:** As per The Payment of Gratuity Act, 1972 as amended from time to time.
- iv) **Leave:**
- a) You will be entitled for Leaves/Leave encashment as per the existing rules/policy in C-DAC applicable for such appointment and as amended from time to time.
- b) Female employees employed by C-DAC on contract on consolidated pay basis will be covered under the Maternity Benefit Act 1961 as amended from time to time.
- c) No leave shall be permitted to carry forward beyond one year. For an employee joining in the middle of the calendar year; the leave entitlement shall be computed on pro-rata basis for the remaining months of the year.

17) All emoluments, benefits etc., shall be subject to taxation as per Government of India Rules.

18) In case, any of the clauses or provisions contained in this letter of appointment on contract basis on consolidated salary declared invalid, illegal or unenforceable in any respect, the validity, legality or enforceability of the remaining clauses and provisions shall not in any way be affected or impaired.

19) This offer of appointment is subject to the following:

- i) This offer is subject to your being declared medically fit by a competent medical authority after due examinations. You will be allowed to join the duty only after receipt of such medical fitness certificate & examination reports as per the formats enclosed with this letter.
- ii) Your appointment shall be subject to production of original certificates of qualifications, experience (if any), age proof, caste certificate in case you belong to SC/ST/OBC/EWS or any other reserved category etc., as mentioned in your application along with a set of self attested copies which will be retained by C-DAC. If, in future at any stage, it comes to the notice, that any of the submitted information, is incorrect or any relevant information has been suppressed, your employment is liable to be terminated without notice.



- iii) Your appointment will be on provisional basis and will be subject to verification of your character and antecedents including your caste/community certificate being verified through proper channel. C-DAC may carry out routine police verification, if need be.
- iv) Your appointment will be subject to your furnishing character certificates from two Gazetted Officers / Member of Parliament / Member of Legislative Assembly, who are not related to you.
- v) Your appointment will be subject to your submission of duly filled attestation forms, family details and other forms as required by C-DAC at the time of joining.
- vi) Your appointment is subject to your furnishing a declaration regarding your marital status along with supporting documents.
- vii) Your appointment will be subject to your production of satisfactory relieving letter from current employer (if applicable) at the time of your joining C-DAC.

20) Your Appointing Authority is Executive Director, C-DAC, Pune, who will also be your Disciplinary Authority.

21) To confirm your acceptance to this appointment on contract basis on consolidated salary, please return the duplicate copy of the offer letter duly signed in each page within 10 days from the date of receipt along with appended 'acceptance of offer'. This offer letter shall automatically get cancelled, if no acceptance is received within 10 days of receipt of this offer letter by you.

We welcome you to the new assignment with C-DAC and hope your association with C-DAC in this new assignment will be challenging, mutually beneficial, pleasant and fulfilling.

With Best Wishes,

For Centre for Development of Advanced Computing
On behalf of Appointing Authority


Raj Varghese
Head (HRD & Legal)
C-DAC, Pune

Acceptance of offer:-

I accept this offer. I understood to comply with all the terms and conditions stated in this letter. I will join the post on or before _____

Signature: _____ Date: _____

Name: _____

NON DISCLOSURE AGREEMENT

I understand that during the course of my appointment with C-DAC, C-DAC may disclose (or I may come in contact with "Proprietary Information" disclosing C-DAC's confidential information and intellectual property (including, without limitation, computer programs, and names and expertise of employees and consultants, know-how, formulas, processes, ideas, inventions (whether patentable or not) schematics and other technical, business, financial, customer and product development plans, forecasts, strategies and information), which to the extent previously, presently, or subsequently disclosed to me is hereinafter referred to as "Proprietary Information" of C-DAC.

I also understand that proprietary information of C-DAC includes not only information disclosed by C-DAC but also information developed or learned by me during the course of my employment with C-DAC. Proprietary Information of C-DAC includes all information which has or could have commercial value or other utility in the business in which C-DAC is engaged or contemplates engaging or the unauthorized disclosure of which could be detrimental to the interest of C-DAC whether or not such information is identified as 'Confidential' by C-DAC. By example all information concerning databases, source code, object code, assemblers, generators, compilers, subroutine libraries and other computer programmes, products, processes, formulas, trade secrets, innovations, inventions, discoveries, improvements, techniques research or development and test results, specifications, data, know-how formats, marketing plans, business plans, strategies, forecasts, unpublished financial statements, budgets, projections and customer and supplier identities, characteristics and agreements, and any such information from the collaborators, associates, business partners, customers or any other third party, received by C-DAC or by anyone on behalf of C-DAC, are proprietary.

1. I hereby undertake to maintain the strictest secrecy and confidentiality regarding the C-DAC affairs and the affairs of its constituents and shall not divulge, directly or indirectly, any financial, technical, marketing, R&D or any other information of proprietary or a confidential nature to any outside person unless compelled to do so by judicial or other statutory authority unless instructed to do so by a superior officer in discharge of my duties.
2. I further agree to the following:
 - a. to hold the Proprietary Information of C-DAC in confidence and to take reasonable precautions to protect such Proprietary Information of C-DAC.
 - b. not to divulge any such Proprietary Information of C-DAC or any information derived there from to any third person.
 - c. not to make any use whatsoever of such Proprietary Information of C-DAC at any time except for the purpose of authorized evaluation internally
 - d. not to copy or reverse engineer any such Proprietary Information of C-DAC in an unauthorized manner.
3. Return of Proprietary Information: In the event of my leaving the services of C-DAC, I undertake to immediately return to C-DAC all Proprietary Information and all documents or media containing any such Proprietary Information of C-DAC and any and all copies or extracts thereof.
4. I acknowledge and agree that due to the unique nature of the Disclosing Party's Proprietary and/or Confidential Information, there can be no adequate remedy at law

Confirmation Sheet

or any breach of its obligations hereunder, that any such breach may result in irreparable harm to the C-DAC, and therefore, that upon any such breach or any threat thereof, the C-DAC shall be entitled to appropriate equitable relief in addition to whatever remedies it might have at law and I hereby indemnify the C-DAC from any loss or harm, including, without limitation, attorney's fees in connection with any breach or enforcement of obligations hereunder or the unauthorized use or release of any such Proprietary and / or Confidential Information. No waiver or modification of this Agreement will be binding upon either party unless made in writing and signed by a duly authorized representative of both parties and no failure or delay in enforcing any right will be deemed a waiver.

5. This appointment on contract basis in consolidated salary shall be construed as to its fair meaning and not strictly for or against other party.

In witness whereof, I have signed this undertaking as of the _____ day
of _____

Signature: _____

Name : _____

S/O : _____

Address : _____

Witness:

Signature: _____

Name : _____

S/O : _____

Address: _____

Signed in the presence of

HRD Officer /
Administrative Officer, C-DAC

Satish K. Kasliwal & Associates

B.COM., F.C.A.,
CHARTERED ACCOUNTANTS
180, Sapati Bazar, Tamba Kata,
Malegaon [Nasik] - 423203.

Phone No. [02554] 230828
Mobile No. 9370050877

Date : 15/02/2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Vaishnavi Anil Porwal (M.B.A. Finance) is pursuing as trainee in the field of auditing, accounting and finance since 10th March 2022 to till date in my firm Satish K. Kasliwal & Associates. She is sincere, hard working and punctual in her work and completed all assignments allotted to her to utmost perfection. She has got good knowledge in all spheres of professional work in the field of Accounting, Auditing, Taxation and Banking.

I wish her all success in her future.

Your's Faithfully,

For, Satish K. Kasliwal & Associates
Chartered Accountants



A handwritten signature in black ink, appearing to read "Satish K. Kasliwal".

Satish K. Kasliwal
[Proprietor]
[M.No. 48635]

Mayur Ganesh Sawant
Brand Development Executive

Alteus

TOGETHER FOR LIFE

☎ 8407906823

✉ mtdhule_orange@alteus.co.in

🌐 www.alteusbiogenics.com

Alteus Biogenics Pvt. Ltd

HEAD OFFICE

MEDISTAT

14-B Dover Lane, Kolkata - 700029



IndiaFirst
LIFE INSURANCE



Prerana Suresh Sawant
Emp No. 1012084
Blood Group B +ve

Signature of Issuing Authority



FSSC 22000 CERTIFIED

OFFER LETTER

Ref: AAPFPL/HR/OL/2021-22/G19

Date: 21-03-2022

To,
Shahzad Siraj Shaikh,
Shantiniketan Building, Maheshnagar,
Mosam Bridge, Agra Road,
Malegaon Dist:- Nashik - 423203
Mobile : 8421011927
Email : princebagwan786@gmail.com

Subject: Offer Letter for the post of Sales Associate

Dear Mr. Shahzad Shaikh,

We are pleased to confirm your offer for employment, based on your credentials and information shared during the interview. We are sure that you will be able to make an outstanding contribution to our organization.

The representations contained in this offer letter are as per all prior written and/or oral presentations /communications pertaining to Adinath Agro Processed Foods Pvt. Ltd Offer of employment. As per Government Regulation your CTC tends to be amended from time to time. Your Annual CTC will be Rs.180216/-p.a. (Rs. One Lakh Eighty Thousand Two Hundred Sixteen only)

Place of Posting:

You will be posted at Malegaon, Nashik, but it will be transferable by the Company as per job assignment discretions.

Probation:

You will be on Probation for a period of Six months and further extendable for next Six months if required as per performance and later confirmed in a suitable grade if your services are found satisfactory.

Benefits Information to relevant position:

You will be entitled to leave facilities as follows in a year:

Probationary Leave: 03 days (Applicable only when on probation and allotment criteria as per Company rule)

Earn Leave: 01 day leave for Twenty days working normally (Applicable from Date of Confirmation and allotment criteria as per Company rule. One day leave for Twenty days



Government of Maharashtra

Land Records Department

Deputy Director Land Records, Nashik Region, Nashik

Old CBS near Sharanpur Road, Nashik 422002

Phone No.: 0253-2578015 Email ID: ddir_nashik@yahoo.com

Recommendation for Appointment

(Surveyor / Clerk)

To,

Mr. Omkar Sanjay Shinde

You are hereby informed that your name has been included in this section in the merit list prepared through online examination and documents verified accordingly for recruitment to the vacant post of Group C Post Group 4 (Land Surveyor and Clerk) under Direct Service Recruitment Year 2021.

The letter of recommendation for appointment being provided to you is subject to verification of your character / conduct certificate as well as medical examination. Please note that the detailed orders of your appointment will be issued by this office in due course.

Nashik Date: 28/04/2023

(Balasaheb Kale)

(Deputy Director Land Records)

Nashik Region, Nashik




DIRECTOR
K.B.H.S.S.T's DR. B. V. HIRAY COLLEGE OF
MANAGEMENT AND RESEARCH CENTRE
MALEGAON CAMP, MALEGAON

VEDANT EQUIP SALES & SERVICES (P) LTD.

Plot No. 20/5, D-1 Block, Parshuram Steel Compound,
MIDC Chinchwad, Pune - 411019

Tel.: (020) 30640900, 27487252 Fax : 30640922



Name : SACHIN THAKARE
Emp. Code : E0802
Mob. : 7447717423
Blood Group : B+

A handwritten signature in dark ink, appearing to read 'Sachin Thakare', written over a horizontal line.

Auth. Sign.

Resi : Near Gramapanchayat Aghar Bu,
Tal: Malegaon, Dist: Nasik, Aghar BK- 423211

Resi: 8779752869

Emergency Contact No : 9881715549



महाराष्ट्र शासन
भूमि अभिलेख विभाग

उपसंचालक भूमि अभिलेख, नाशिक प्रदेश, नाशिक

जुने सी.बी.एस. जवळ, शरणपूर रोड, नाशिक ४२२००२

दुरध्वनी क्रमांक : ०२५३-२५७८०१५ Email ID : ddr_nasik@yahoo.com

नियुक्तीचे शिफारस पत्र

(भूकरमापक / लिपिक)

प्रति,

श्री. ओंकार संजय शिंदे

आपणास कळविण्यात येते की, सरळ सेवा भरती सन २०२१ अंतर्गत गट क पदसमूह ४ (भूकरमापक तथा लिपिक) संवर्गातील रिक्त पदावर नेमणूकीसाठी घेण्यात आलेली ऑनलाईन परिक्षा आणि त्या अनुषंगाने पडताळणी करण्यात आलेल्या कागदपत्रांद्वारे तयार केलेल्या गुणवत्ता यादीत या विभागात आपले नाव समाविष्ट करण्यात आले आहे.

आपणास प्रदान करण्यात येत असलेले नियुक्तीबाबतचे शिफारस पत्र आपल्या चारित्र्य /वर्तणूक प्रमाणपत्र पडताळणीस तसेच वैद्यकीय तपासणीस अधीन राहून देण्यात येत आहे. आपल्या नियुक्तीचे सविस्तर आदेश या कार्यालयाकडून यथावकाश निर्गमित करण्यात येतील याची नोंद घ्यावी.

नाशिक दिनांक २८/०४/२०२३

(बळासाहेब काळे)
उपसंचालक भूमि अभिलेख
नाशिक प्रदेश, नाशिक

S.V.PATIL CONSTRUCTION, PAROLA - 425111

Salary Slip for the month

March 2023

10733 VIJAY RAJENDRA VANDESKAR

Dept. MARKETING SUPERVISOR

Unit Jalgaon Jilha Sahkari Duddh Utpadak Sangh Maryadit,
Jalgaon

Cate. SKLD ESI No 0

Basic 5250 Oth Allow. 3853

UAN No 0

Std.Pay 16919

| ← EARNING → | | | | ← DEDUCTION → | | | |
|-------------|------|------------|----------|---------------|------|------------|-------|
| Basic | 5250 | Misc Earn. | 0 | PF | 1493 | LWF | 0 |
| DA | 7194 | | | ESI | 159 | | |
| HRA | 622 | | | Prof. Tax | 200 | | |
| ED Pay | 4230 | | | Misc Ded. | 0 | | |
| Other Alw | 3853 | | | | | Total Ded. | 1852 |
| | | Gross | 21149.00 | | | Net | 19297 |

Days: 26.0 EDays: 6.5 = 32.5

Bank State Bank Of India

AcNo 38588918633



Ref: HR/AUG/21/B2/59242865/60226428/1001010918

Date: 04 August, 2021

Nilesh Wadiie
AT, POST, TEKWADE TAL, SHIRPUR
DIS, DHULE
SHIRPUR 425427
Maharashtra, India

Dear Mr. Nilesh

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DSD Buyer Akot** in **Deputy Manager - B2** grade in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Pune, Maharashtra**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 16 August, 2021 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 4,50,000/- (Rupees Four Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 4,50,000/- (Rupees Four Lac(s) Fifty Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 30,258/- (Rupees Thirty Thousand Two Hundred Fifty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of Basic Pay + Personnel Special Allowance (as per applicability) capped to a maximum of Rs.1800/- per month. This cap may be amended upon changes in legal provisions.
- Gratuity @4.81% of Basic Pay.

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments

Reliance Retail Limited

CIN: U01100MH1999PLCL20563 Phone: +91 22 3553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance retail.com



received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Asis Patnaik

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India
www.relianceretail.com

| Annexure 1A | | |
|--|----------------------|-----------------|
| Name: Nilesh Wadile | | |
| EARNINGS | | |
| CTC Components | Proposed CTC (Rs.) | |
| | Monthly | Annual |
| A. Fixed Pay | | |
| 1 Basic Pay | 15,000 | 1,80,000 |
| Choice Pay | | |
| 2 Conveyance | 1,600 | 19,200 |
| 3 Fuel & Maintenance | Refer to Annexure 1B | |
| 4 Leave Travel Allowance | Refer to Annexure 1B | |
| 5 Medical Reimbursement | Refer to Annexure 1B | |
| 6 Bonus* | 2,682 | 32,184 |
| 7 Residual Choice Pay | 4,677 | 56,126 |
| Housing | | |
| 8 House Rent Allowance | 7,500 | 90,000 |
| Insurance | | |
| 9 GPA Insurance Premium | 57 | 679 |
| 10 Group Term Life Insurance Premium | 30 | 363 |
| 11 Medical Insurance Premium | 3,433 | 41,190 |
| Retirals | | |
| 12 PF - Employer Contribution | 1,800 | 21,600 |
| 13 Gratuity (4.81% of Basic) | 722 | 8,658 |
| Total Fixed Pay [A] | 37,500 | 4,50,000 |
| Total CTC (A) | 37,500 | 4,50,000 |
| <p>Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.</p> <p>(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.</p> | | |

Annexure - 2

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You

will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it

deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of the company or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to

unfair advantage / discrimination.

- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:



Date: 11/02/2021

Dear VARSHA CHAVAN,

We are delighted to extend this offer of employment to you for the position of HR Executive at Alfa Boilers Pvt. Ltd. We were impressed with your qualifications and experience, and we believe that you will be a valuable addition to our team.

Position: HR Executive

Start Date: 01/03/2021

Salary: 6000-8000

Job Responsibilities:

- Develop and implement HR strategies and initiatives aligned with the overall business strategy
- Manage the recruitment and selection process
- Oversee employee relations, including resolving issues and managing disciplinary actions
- Administer compensation and benefits programs
- Develop and maintain HR policies and procedures
- Ensure compliance with all employment laws and regulations
- Conduct training and development programs for employees

Probation Period:

Your employment with Alfa Boilers Pvt. Ltd. Will be subject to a probation period of one month, during which your performance and suitability for the role will be assessed.

Please review the enclosed documents, including the Employee Handbook and any other relevant materials. If you have any questions or require further clarification, please do not hesitate to contact us.

To accept this offer, please sign and return the enclosed copy of this letter by 15 Feb 2021. We look forward to welcoming you to our team and working together to achieve success.

Sincerely,

Mr.Saad Amir
HR Department
Alfa Boilers Pvt. Ltd

Alfa Boilers Pvt. Ltd.

84/3 Plot No. 2,3,4,5,& 6, Old Agra Road, Malegaon – 423203, Dist, Nashik, Maharashtra, India.
Email: malegaon@alfaboilers.com Mobile: +91 9822818181 Phone: +91 2554 233774, 238430

KBHSS Trust's

Dr. B. V. Hiray College of Management & Research Centre, Malegaon,

Dist- Nashik

Date- 05/02/2021


PLACEMENT NOTICE

All the MBA students are hereby informed that **the interview for the post of HR Executive in Alfa Boilers Pvt. Ltd. will be conducted tomorrow 06/02/2021, Saturday at Dr. B. V. Hiray College of Management and Research Centre, Malegaon @ 10. 00am**

All the students interested for the post should come in formal attire and shoes with the I- cards and Resumes.


Miss. Pooja Merchant
(Training & Placement Officer)




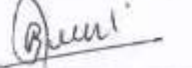
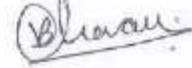
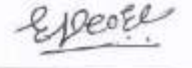

Dr. S. J. Jadhav
Director
Dr. B. V. Hiray College of
Management & Research Centre
Malegaon Camp, Dist. Nashik

DR. B. V. HIRAY COLLEGE OF MANAGEMENT AND RESEARCH CENTRE,
MALEGAON

Date: 06/02/2021


ALFA BOILERS PVT.LTD.

Campus Interview Attendance Sheet

| Sr. No. | Name of the Candidate | Year | Signature |
|---------|-----------------------|--------|---|
| 1 | Chaitesh H. Sabare | MBA-II |  |
| 2 | Prachi V. Borse | MBA-II |  |
| 3. | Charan Varsha Bapu | MBAII |  |
| 4. | Deore Ritu Gangadhar | MBAII |  |
| | | | |
| | | | |
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| | | | |


Miss. Pooja Merchant
(Training and Placement Officer)




Mr. Saad Amir
HR Department
Alfa Boilers Pvt. Ltd

Letter of Offer

Date: 13 May 2022

Dear Mr. Nikhil Wagh,

Further to our discussions with you, we are pleased to offer you appointment as “**Software Developer**” with Ksolves India. Ltd. The terms and conditions of your employment, that govern the basis of our mutual relationship, are outlined below:

1. Your full-time employment will be effective from **30th May 2022**. On the day of your joining, you are required to submit the following:
 - Relevant copies of Academic / Professional achievements.
 - Documentary evidence of Date of Birth, Address.
 - PAN Card Details.
 - Aadhar Card.
 - Three passport sizes colored Photographs.
2. **Compensation and Benefits:** Your annual compensation & benefits entitlement of Rs. **6,00,000/-** would be as per details enclosed in Annexure A.
3. **Probation:** You will be on probation for a period of **Three (3) months**, which may be curtailed or extended at any time during or at the end of the said probation period at the sole discretion of the company.
4. **Notice Period:** You are required to serve **Three (3) months**, notice period from the date of your resignation, this notice period is applicable in case of probation as well as upon confirmation.
5. **Confidentiality of Salary Information:**
 - a. Your salary package is based on, besides your overall experience level (if any) in the IT Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package

offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the IT industry, may be unrealistic.

- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to head of the HR.
6. You will maintain an excellent standard of discipline, efficiency, effectiveness, and integrity and complete the work assigned to you to the best of your ability. You will discharge your duties diligently and shall devote all your time and attention to the interest of the company.
7. You will abide by the Rules and Regulations of the Company which are in force and the company shall have the right to vary or modify any or all of the above terms and conditions of service, which shall be binding on you. During your employment with the company, you shall also be governed by the company's all policies and rules regarding leave, attendance, provident fund, gratuity etc. Detailed employee manual covering these policies will be provided to you on your joining.
8. This letter of offer is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions. Ksolves has a well-defined background verification process to establish genuineness of the credentials furnished by you. Background verification will be done on the basis of the information and documents furnished by you. In case any information furnished by you is found to be incorrect during the verification process, this offer shall stand withdrawn automatically.
9. You are required to intimate the management of any change in your residential address/ correspondence address, along with the contact phone numbers, failing which any communication sent on your last recorded address shall be deemed to have been secured on you.
10. Please sign a duplicate copy of this appointment letter as a token of your acceptance.

11. **Retirement:** You shall automatically retire from service on the last working day of the month in which you attain the age of 58 years, or earlier if you are physically or mentally incapacitated. The date of birth as recorded at the time of employment with the company shall be final for this purpose.
12. This offer of appointment is subject to Indian laws and any legal proceedings, whatsoever shall be under the exclusive jurisdiction of Courts of India.
13. Company will perform a background verification on information provided during your candidature including personal, academic and professional details.
In case of any material discrepancy found during verification process, company retains the right to take appropriate action including rescinding the offer or cancelling the employment if already started.
14. You are requested to report at 9.30 am on the day of your joining. We wish you the very best and welcome you to our organization. We are proud to have a professional of your stature as a member of the Ksolves family.

With best wishes

Yours faithfully,

For Ksolves India Limited



Pallavi Sarang Gandhi

Senior HR Manager @Ksolves

Annexure A

| Compensation Schedule | | |
|------------------------------|---------------|----------------|
| Components | Annual | Monthly |
| Basic Salary | 2,40,000 | 20,000 |
| HRA | 96,000 | 8,000 |
| Medical Insurance | 3,600 | 300 |
| Special Allowance | 2,17,638 | 18,136 |
| Sodexo | - | - |
| Gross Salary | 5,57,238 | 46,436 |
| PF Contribution (employer) | 31,224 | 2,602 |
| Gratuity | 11,538 | 962 |
| CTC | 6,00,000 | 50,000 |
| Performance Bonus | Discretionary | Discretionary |



Nirmal Seeds Pvt. Ltd

Address:
 Registered & Admin Office: P O Box No. 63, Bhadgaon
 Road, Pachora-424201, Dist. Jalgaon(M.S.)India.
 Tel. 91(2598)244366,244365,244971. Fax +91(2596)244045
 email:info@nirmalseedsindia.com
 Website:www.nirmalseedsindia.com CIN :
 U01100MH1988PTC049277

Payslip for the Month of September-2022

| | | | |
|-----------------|-------------------------|-----------------|----------------------|
| Employee ID | 1790 | Division | Marketing (Khandesh) |
| Employee Name | NAYAN SUNIL BEHERE | Pay Mode | Bank Payment |
| Designation | Territory Officer (Mkg) | Bank Name | BANK OF BARODA |
| Location | Nashik | Bank Account No | 70990100021370 |
| ESIC No | 2504351549 | UAN No | 101540779970 |
| Days in Month : | 30 | Worked Days | 30 |
| | | LOP Days | 0 |

| Earning | Fixed Rate | Amount | Deduction | Amount |
|---------------------------|------------|-----------------|-------------------------|-----------------|
| Basic Salary | 14286.00 | 14286.00 | Provident Fund | 1714.00 |
| House Rent Allowance | 5714.00 | 5714.00 | Professional Tax | 200.00 |
| Special Allowance | 0.00 | 0.00 | Income Tax | 0.00 |
| | | | Repayment Of Advances | 0.00 |
| | | | ESIC | 150.00 |
| | | | CM Relief Fund-COVID-19 | 0.00 |
| Total Gross Salary | | 20000.00 | Total Deductions | 2054.00 |
| | | | Total Net Salary | 17936.00 |

Note : This is automatic generated pay slip and does not require any signature

1) In case of any clarification or query please contact hrd@nirmalseedsindia.com

Date: December 13 2019

Mr. SEVDA NARENDRAKUMAR MAHONDRASING,
PLOT 4, VEER SAVARKAR NAGAR, JAIN STHYANK, SOYAGOAN, MALEGAON.
Nasik-423203

Greetings!

Welcome to Chola People and Marketing Services Private Limited!

As part of the joining formalities, you are requested to be ready with the documents mentioned below, and please ensure that the documents mentioned below are duly submitted to HR on the date of joining.

1. Appointment Letter duly signed
2. Proof of Age - Photostat Copies of SSLC /HSC / TC
3. Proof of All Educational Qualification(s) - Photostat copies of Mark Sheets of SSLC &HSC, University Degree Certificates of Graduation, Post Graduation & any other qualifications
4. Photostat copies of previous experiences (service certificates/ relieving letter)
5. Proof of last drawn salary
6. Relieving Letter from previous employer
7. Recent Passport Size Photographs - 5 No's
8. Medical Report (If applicable)
9. For Group Medical Insurance - Family particulars if ESI is not applicable.
10. Declaration for calculation of Tax to be deducted at source & PAN No.
11. If you have account with any of the below mentioned Bank, please inform HR/Finance.
 - a. HDFC Bank.
 - b. ICICI Bank.
 - c. INDUSIND Bank.

If you do not have account with any of the above, please inform HR immediately.

You shall be required to complete the joining formalities as per the list enclosed. These formalities are mandatory and you should complete them immediately on the date of your joining.

In case of any clarifications on the above, please address it to undersigned.

With Best Regards,

For Chola People and Marketing Services Private Limited,

GOWTHAM SURYA V A
SENIOR EXECUTIVE - HUMAN RESOURCES

December 13 2019

Mr. SEVDA NARENDRAKUMAR MAHONDRASING

PLOT 4, VEER SAVARKAR NAGAR, JAIN STHYANK, SOYAGOAN, MALEGAON.
Nasik-423203

Dear Mr. SEVDA NARENDRAKUMAR MAHONDRASING,

We are pleased to offer you employment on the following terms and conditions:

1. Place of Employment & Timing

- a. You will be designated as a at Grade **GRI**, and you will be joining with us on or before **13/01/2020** at our branch office at **REST OF MAHARASHTRA, MALEGAON** and you will report to **Mr. MANKAR KASHINATH, BRANCH MANAGER - SMO**, on completion of the joining formalities.
- b. During your employment, the Company may transfer you to any location, with in India, at the sole discretion of the Company. A prior written notice in this regard shall be duly served to you.
- c. You are expected to report in the location/ transferred office from the date of specified in the notice mentioned under Clause - 1.a and b above. The Company will not entertain any objection / opposition from you or from any other person related thereto in this regard. Further, any canvassing with regard to transfer of location or other related matters may result in disciplinary action against you.
- d. You are expected to perform your duty with reasonable care and diligence and you will also undertake all reasonable and appropriate measures as may be required therein. You are expected to attend the office except when travelling on business, during the work hours/shift as may be decided by the Company from time to time.

2. The Total Remuneration for your services will be as under:

- a. Basic Salary will be Rs. 7085/- per month
House Rent Allowance of Rs. 3124/- per month
Conveyance Allowance of Rs. 1600/- per month
- b. In addition to your monthly remuneration, you may have incentives, if any applicable, based on your achieving of targets, as per the scheme designed in this regard from time to time.

You will be covered under the contributory Provident Fund, as per the provisions of the Employees' Provident fund and Miscellaneous Provisions Act, 1952. You will also be covered by Employees' State Insurance Act, 1948 and the Payment Of

Gratuity Act, 1972.

3. Leave:

You will be entitled for the following leaves in one calendar year:

Casual Leave: 7 days (will be credited on pro-rata basis, on completion of respective month/s of the English calendar year)

Sick Leave: 7 days (will be credited on pro-rata basis, on completion of respective month/s of the English calendar year)

Earned Leave: 18 days (will be credited after completing one year of service, however encashable subject to completion of 3 years of service as on date of encashment)

All the above leaves shall be subject to Company's leave policy from time to time and shall be governed by the Company's rules therefor.

4. Terms and conditions of Employment

- a. **Probation:** You will be on probation for a period of six months from your date of joining the Company. During this period, your services can be terminated by furnishing 15 days prior written notice by the Company; similarly, you may resign from the services of the Company by issuing 15 days prior written notice. It is clarified that you will be deemed to continue on probation until it is duly communicated to you by the Company in writing.

During the probationary period you shall not be entitled to other benefits and allowances admissible to the permanent employees of the Company.

- b. **Background Verification:** Your appointment is made relying upon the information furnished and representation made by you. The Company and/or its authorized representatives shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you; and if the background verification report is negative or any discrepancy or any suppression or misrepresentation or impersonation is noted in regards to you or any of the statements, declarations or disclosures made by you, the Company shall have full right and authority to terminate your services with immediate effect and take such further action as deemed necessary in the interest of the Company.

- c. **Unauthorised Absence:** If you remain absent from work without any prior authorization for more than Five consecutive days, it will be deemed that you are no longer interested in working for the Company and that you have abandoned the employment; in such event, the Company will have the right to terminate your services with 15 days' notice. In such case, you will not be entitled to any compensation whatsoever including those under Compensation and Benefits mentioned above. Further, you will be required to return all the documents/ materials, etc., in any form that may have come to be in your possession (including but not limited to laptop, keyboard, mouse, data card, etc.) to CPSPL by the

end of aforesaid 15 day period. In absence of the same CPSPL have the right to take appropriate against you.

- d. **Notice Period:** During your probation period, on assessment of your performance, if it is found that your performance is not satisfactory or you are found unfit or unsuitable for service in the Company, then your services can be terminated by giving you 7 Days notice or payment of gross salary in lieu thereof. Similarly, during your probation period, you will have the option of leaving the services of the Company by giving 7 Days notice in writing to the Company or payment of 7 Days gross salary in lieu thereof. After confirmation of your services, any time in future, if your performance is not satisfactory or you are found unfit or unsuitable to perform as per the Company's requirement, your services can be terminated by giving you 30 Days notice or payment of 30 Days gross salary in lieu thereof. Similarly, you will also have the option of leaving the services of the Company by giving 30 Days notice in writing to the Company or payment of 30 Days monthly gross salary in lieu thereof. However, if the cessation of employment is to take place at your instance, you should serve the full notice period, unless during the service of the notice period, you are expressly permitted in writing to get yourself relieved earlier, with/without paying the salary in lieu for the remaining notice period. It is clarified that in the event of termination by the Company on account of any disciplinary grounds, integrity issues, fraudulent activities, unauthorized absence or for any other acts of moral turpitude, the notice pay shall not be payable. It is further clarified that in such instances, the termination shall be with immediate effect at the discretion of the Company. Further, in case of any amount recoverable from you, the same shall be deducted from the salary payable to you and any balance still recoverable shall be paid by you. Further, termination by the Company shall be without prejudice to its rights to initiate appropriate action available under law against you for any warranting situations attributable to your account.
- e. **Misconduct & Termination:** You will be governed by the Company's Code of Conduct and other rules as notified and applicable from time to time. Non-adherence to Code of Conduct / rules will attract disciplinary action.
- f. **Performance:** Anytime subsequent to your confirmation, if it is found that you have not been able to achieve the pre-set targets intimated to you earlier or your performance is not to the satisfaction of Company; your service can be terminated by giving one month notice or payment, at the discretion of the Company.
- g. **Training:** In the event of your resignation from the services of the Company within 12 months of attending any training imparted for the value greater than Rs.25,000/- (including nominating to any conference / seminar) by the Company, you will be liable to reimburse the cost incurred by the Company for such training together with the expenses incurred towards travel, conveyance, boarding and lodging or any other expenses incurred for such training.

- h. Retirement:** You will automatically retire on attaining the age of 58 years.
- i. Conflict of Interest:** Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration or any other consideration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without obtaining prior written permission from the Company. You shall not in any way undertake any agencies or provide your services or accept any commission or remuneration from any other company or individual.
- j. Code of Conduct:** In addition to the terms and conditions contained herein above, your employment will be governed by the "Code of Conduct" of the Company as notified from time to time. In case of violation of any of the Code of Conduct, your employment may be terminated with immediate effect without paying any remuneration thereto.
- k. Governing Law:** The terms and conditions of this employment shall be governed by the laws of India.
- 5. Advertisement:** You undertake not to use or cause to use the name and/or trademark/logo/intellectual property of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, in short in any manner whatsoever without prior written consent of Company. If any law suit or action or claims or anything alike is brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representations in any media, print or electronic or in any other form or for such action caused by you, strict appropriate action shall be taken against you by the company including but not limited to the recovery of all costs, claims, loss or damages or anything alike arising there from.
- 6. Liability:** You shall not make, at any point in time, any claim or assert any right to employment (if in probation), damage, loss or compensation of any sort whatsoever against the Company and any right to employment, damage, loss or compensation of any sort whatsoever against the Company's group companies or its subsidiaries or associates, etc.
- 7. Indemnity:** You hereby agree to irrevocably, unconditionally and absolutely keep indemnified the Company at all times against all/any claims, dues, loss or damages caused to or suffered by or would be caused to or suffered by the Company due to violation of any of the terms and conditions of this letter, Code of Conduct and other service conditions, if any.

8. Your employment is subject to you being certified medically fit by a registered medical practitioner or as per the medical test certificate duly obtained from the laboratory as referred by the Company.
9. During the course of your employment, your services can be deputed to any other company at the sole discretion of the Company and you will continue to be an employee of the Company and your compensation and applicable allowance shall be payable solely by the Company.
10. **General:** Your working hours, weekly offs, period of work, public holidays, leave rules, etc., will be governed by the rules and regulations applicable to the Location / Branch to which you will be reporting.

You will be governed by all the Company's rules and regulations that are in force now and also those, which may come into, force from time to time. The Company has the sole and absolute right to change any of its rules, regulations, policies and standards at any time.

You hereby agree to irrevocably, unconditionally and absolutely keep indemnified the Company at all times against all/any claims, dues, loss or damages caused to or suffered by or would be caused to or suffered by the Company due to violation of any of the terms and conditions of this letter, Code of Conduct and General Service conditions.

Digital Signature: As a part of our belief in conservation of nature, this letter is issued as a digitally signed document with digital signature and sent to the email id provided by you. This document is secured using the authorised digital signature, and there shall not be any physical document that would be substituted or complemented to this. You can find the seal using a PDF viewer. Further, you can also click on the signature to know the properties of the signatory of this document. It is clarified that the digital signature is an act specific to this document and that it shall have the same legal validity and enforceability as a manually executed signature or use of a paper-based record keeping system to the fullest extent permitted by applicable law. The Company and you hereby waive any objection to the contrary.

Yours faithfully,
For Chola People and Marketing Services Private Limited

Signature Not Verified

Digitally signed by VAJSEEDHAR
SOMA
Date: 2019.12.16 18:28:16 IST
Reason: Approved

AUTHORISED SIGNATORY

- i. Annexure (1) Compensation and Benefit Statement
- ii. Annexure (2) Code of Conduct

| | | | |
|-----------------|-------------------------------------|-----------------|---------------------|
| Date | 16 December 2019 | | |
| Name | SEVDA NARENDRAKUMAR
MAHONDRASING | Grade | GR1 |
| Position | | Location | REST OF MAHARASHTRA |

| Particulars | Our Offer - Per Annum (Rs.) |
|----------------------------|------------------------------------|
| Basic - [A] | 85,020 |
| House Rent Allowance - [B] | 37,488 |
| Conveyance allowance - [C] | 19,200 |
| Gross | 141,708 |
| Employer PF | 12,504 |
| Employer ESI | 4,608 |
| Annual CTC | 158,820 |

Note: Please do not disclose the salary with anybody other than the under signed

Yours faithfully,

For Chola People and Marketing Services Private Limited

Signature Not Verified

Digitally signed by VAMSEEDHAR

SOCHA

Date: 2019.12.15 6:28:46 IST

Reason: Approved

AUTHORISED SIGNATORY

CODE OF CONDUCT

Chola People Services Private Limited (*hereinafter referred to as CPSPL*) commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the senior management and all other employees of the Company.

Consistent with its Values and Beliefs, CPSPL has formulated the following Code of Conduct as a guide and reserves the right to upgrade the same from time to time. The Code does not attempt to be comprehensive or cover all possible situations. It encourages the CPSPL team to take positive actions, which are not only commensurate with the Values and Beliefs, but are also perceived to be so. CPSPL expects all its employees to implement the Code in its true spirit and in case of any doubt or confusion, to consult his / her immediate superior.

In performing their functions, the directors, senior management and other employees of the Company shall:

Act honestly, diligently and in good faith with integrity and shall abide by all the applicable rules, regulations and policies of the Company or that of the group Company/ associate /regulatory as the case may be, in all their dealings with and for the Company or of the group Company/ associate.

Not use any confidential information obtained by them in the course of their employment whether from the Company or from the group Company/ associate or otherwise, for personal gain, or use / allow the use of such information for the financial benefit for any third party.

Not engage in any business, relationship or activity, which may prove to be detrimental for the Company or for the group Company/ associate.

Maintain the principle of need to know and also confidentiality of all material non- public information about the Company or of the group Company/ associate, its/ their business and affairs etc.

Not use their status to seek or accept any personal gains or favors from those. Doing or seeking to do business with the Company or from other employees of the Company.

Not accept, any gifts, donations or comparable benefits the value of which is more than Rs. 2000/ Gifts beyond this value have to be handed over to the Company.

Not share any information regarding the Company, its business and / or affairs with media Without the prior approval of the Corporate Disclosure Officer.

This Code shall be read in conjunction with the model standing orders of the Labour Laws. This Code embodies the belief that acting always with the Company's legitimate interest in mind and being aware of the Company's responsibility towards its stakeholders is an essential element of the Company's long term excellence.

CODE OF CONDUCT

Chola People Services Private Limited (*hereinafter referred to as CPSPL*) commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the senior management and all other employees of the Company.

Consistent with its Values and Beliefs, CPSPL has formulated the following Code of Conduct as a guide and reserves the right to upgrade the same from time to time. The Code does not attempt to be comprehensive or cover all possible situations. It encourages the CPSPL team to take positive actions, which are not only commensurate with the Values and Beliefs, but are also perceived to be so. CPSPL expects all its employees to implement the Code in its true spirit and in case of any doubt or confusion, to consult his / her immediate superior.

In performing their functions, the directors, senior management and other employees of the Company shall:

Act honestly, diligently and in good faith with integrity and shall abide by all the applicable rules, regulations and policies of the Company or that of the group Company/ associate /regulatory as the case may be, in all their dealings with and for the Company or of the group Company/ associate.

Not use any confidential information obtained by them in the course of their employment whether from the Company or from the group Company/ associate or otherwise, for personal gain, or use / allow the use of such information for the financial benefit for any third party.

Not engage in any business, relationship or activity, which may prove to be detrimental for the Company or for the group Company/ associate.

Maintain the principle of need to know and also confidentiality of all material non- public information about the Company or of the group Company/ associate, its/ their business and affairs etc.

Not use their status to seek or accept any personal gains or favors from those. Doing or seeking to do business with the Company or from other employees of the Company.

Not accept, any gifts, donations or comparable benefits the value of which is more than Rs. 2000/ Gifts beyond this value have to be handed over to the Company.

Not share any information regarding the Company, its business and / or affairs with media Without the prior approval of the Corporate Disclosure Officer.

This Code shall be read in conjunction with the model standing orders of the Labour Laws. This Code embodies the belief that acting always with the Company's legitimate interest in mind and being aware of the Company's responsibility towards its stakeholders is an essential element of the Company's long term excellence.

Dated: 21-Jan-21

Employee Name : Sudhir Suresh Deore
Employee Code : C154903
Location : PUNE

Dear Sudhir Suresh Deore,

With reference to the offer accepted by you vide Letter No: 186053, we are pleased to appoint you as **SR, EXECUTIVE** in **Grade-8** Band with **i - Process Services (India) Private Limited**, as per terms of appointment given in this letter.

The following are the terms and conditions of the appointment.

A. Commencement Term:

- i) Your appointment is effective from **21-Jan-21**
- ii) You will be on probation for a period of six months or such extended period as may be decided by the Company based on your performance during the probation period.
- iii) On satisfactory completion of your probation you will be confirmed in the services of the Company, in writing.

B. Remuneration:

- i) Your Basic Salary will be Rs. 8000/- (Rupees Eight Thousand Only) per month.

C. Allowances:

- i) House Rent Allowance of Rs. 500/- (Rupees Five Hundred Only) per month.
- ii) Conveyance Allowance of Rs. 800/- (Rupees Eight Hundred Only) per month.

D. Benefits:

You will also be eligible for Retirement Benefits of the Company; namely

- i) Provident Fund.
- ii) Gratuity in accordance with the statutory requirements and/or, as per Company policy.

i-Process Sign: _____

Candidate Sign: _____

Sudhir Suresh Deore
PUNE

E. Other Terms and Conditions of Service:

- i) **Professional Ethics & Confidentiality:** While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company.
- ii) **IT Security Practice & Procedures:** While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by i - **Process Services (India) Private Limited**.
- iii) **Notice Period:** During the probation period, your services would be liable to be terminated by the Company without assigning any reason and without giving any notice.

During the probation period, if you decide to leave the Company's services, you will be required to give fifteen days' notice period or on payment of an amount equivalent to fifteen days' Basic salary in lieu of the notice period.

After confirmation in grade, your services would be liable to be terminated by the Company, by giving thirty days' notice or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

In case you decide to leave the Company's services after confirmation, you will be required to give thirty days' notice period or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

- iv) **Transfer:** The Company shall have the right to transfer you to any of its offices.
- v) **Retirement:** Employees would retire on the last day of the month in which they complete 58 years of age.

i-Process Sign: _____

Candidate Sign: _____

Sudhir

Sudhir Suresh Deore
PUNE

vi) **Joining Competitor:** In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any competing Company or Financial Services Company for a period of six months from the date of resignation/termination.

F. **Termination of Employment:** In addition to what has been mentioned in sub-clause (iii) of Clause- E of this offer of appointment at page 2, please note that your services with the Company are also liable to be terminated any time in the event of :

- i) Any breach of the conditions mentioned in this letter or for breach of any rules of the company that may be made applicable to you from time to time, on your part;
- ii) Any incorrect information furnished by you;
- iii) Suppression of any material information by you.

G. General:

- i) The company, in its discretion, shall deploy/depute your services at the offices of its client at any of the locations in India.
- ii) Your appointment and continuation in employment are subject to your being found medically fit by a Registered Medical Practitioner (discretionary) and reference checks (discretionary).
- iii) You will be bound by the Rules and Regulations of the Company.
- vi) You will keep us informed of any change in your residential address both present & permanent.

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

Yours sincerely,
For i - Process Services (India) Private Limited

Authorised Signatory

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

Signature of employee

Annexure to Letter dated 21-Jan-21

| | |
|----------------------|---------------------|
| Name of the Employee | Sudhir Suresh Deore |
| Date of Appointment | 21-Jan-21 |
| Designation | SR. EXECUTIVE |
| Location | PUNE |

| Monthly Components | Rs. Per Month |
|---|---------------|
| Basic | 8000 |
| House Rent Allowance | 500 |
| Conveyance Allowance | 800 |
| Supplementary Allowance | 2800 |
| Medical Allowance | 750 |
| Gross | 12850 |
| Retrials Benefits | |
| Employer's Contribution to PF | 1482 |
| Employer's Contribution to ESIC | 418 |
| Gratuity | 385 |
| CTC per month | 15135 |
| CTC Per Annum | 181620 |
| Employee's Contribution to PF | 1482 |
| Employee's Contribution to ESIC | 97 |
| In hand Salary (Gross-Employee Cont) * | 11271 |

**Subject to Statutory Deductions.*

For i - Process Services (India) Private Limited

Authorized Signatory

Signature of employee

Employment Card
Rule-76(1)

Name and address of Contractor:

i-Process Services (India) Pvt. Ltd. Centre Point, Unit No 602, 6th Floor, Andheri Kurla Road, Andheri (E),
Mumbai- 400 059.

Name and address of Establishment in/under which contract is carried on:

ICICI BANK LTD A- WING SANGRILA GARDEN, BUND GARDEN, PUNE, MAHARASHTRA
411001, Maharashtra

Name and address of Principal Employer:

ICICI BANK LTD A- WING SANGRILA GARDEN, BUND GARDEN, PUNE, MAHARASHTRA
411001, Maharashtra

Nature of work and Location of work: SR. EXECUTIVE and PUNE

- **Name of Workman:** Sudhir Suresh Deore
- **Sl. No. of the register of Workman employed:** C154903
- **Nature of employment/Designation:** SR. EXECUTIVE
- **Wage rate(with particulars of unit, in case of piecework):** Rs. 12850/-
- **Wage period:** First day to Last day of the Calendar Month
- **Tenure of employment:**
- **Remarks:**

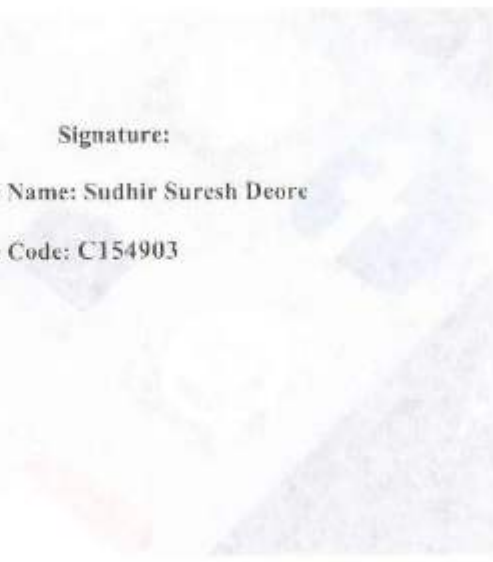
for i-Process Services (India) Private Limited

Signature:

Authorized Signatory

Employee Name: Sudhir Suresh Deore

Employee Code: C154903



Dated: 21-Jan-21

Employee Name : Sudhir Suresh Deore
Employee Code: C154903
Location : PUNE

Deputation of Services

Dear **Sudhir Suresh Deore**

This is with further reference to joining the services of the company with effect from **21-Jan-21** in accordance with the Offer Letter no. **186053** accepted by you.

Your services are hereby deputed to our client's office at below address with immediate effect, until further instruction.

**ICICI BANK LTD A- WING SANGRILA GARDEN, BUND GARDEN, PUNE, MAHARASHTRA
411001, Maharashtra**

Accordingly, you are required to report at above address at 9.00 AM on **21-Jan-21**.

During your period of deputation to the Client you shall:

- i) Abide by the norms and code of conduct as applicable at the Client workplace and ensure discipline and professional conduct at all times
- ii) Not to utilize or divulge to any person/ organization other than the Client, any information which you may possess by virtue of your association with our Client.
- iii) Continue to be governed by the rules & policies of the company as well as terms & conditions as mentioned in your Appointment letter dated **21-Jan-21**

For i-Process Services (India) Private Limited

Authorized Signatory

Signature of employee

MOLS No. 56647

Kit No: _____ RRF No: JP PERSONAL LOAN M061 Date: 19/10/2021
2NP002783

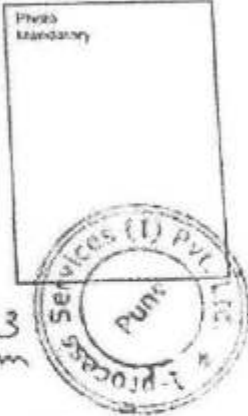
Candidate Name: Sudhir Suresh Daga
First Name Middle Name Last Name

Father's Name: Suresh Daga Daga Date of Birth 12/05/1996 (DD/MM/YY)

Address: Mahayashal, Mitra pada, Saundara Contact No. 8995246816

Nashik, Saundara, Maharashtra, 423208 Email ID: Sudhirdaga413@gmail.com

Employment Offer



Dear Candidate,

We are pleased to offer you the post of SO. Ex (Designation) at Grade GA8 Gross Salary of Rs. 1285 and CTC of Rs. 15135 (per month) with I-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

Your date of joining shall be on 21/10/2021 (DD/MM/YY)

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

1. 8 Passport size photograph of self (with name & Mobile Number on the backside of photograph)
2. Photo I.D. Proof
3. Residence Proof (Present / Permanent)
4. Date of Birth Proof, (Self Attested)
5. Experience Certificate / Relieving letter, if applicable (self attested) or copy of resignation (Immediate employer)
6. Qualification certificates and marks sheets (self attested) (Graduation is Must)

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

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

• In case of any job related training is provided to you, your knowledge / eligibility pertaining to your work is to be tested through a proficiency test. If you failed in the test and / or declared disqualified by any reason, your service would be terminated with immediate effect without any compensation, notice or salary in lieu thereof.

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

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

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

Your sincerely,

For I-Process Services (India) Private Limited

Authorised Signatory

Name: YASH CHOUBEY Ecode: A1144

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

Signature of candidate :

Date: _____

Regd. Office : Unit No. 602, 6th Floor, "Centre Point", Andheri Kuria Road, J.B. Nagar, Andheri (E) Mumbai-400059
CIN No.: U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

॥ उधरेदात्मनात्मानम् ॥



MAHATMA PHULE KRISHI VIDYAPEETH, RAHURI
VIKAS RATNA SARKARSAHEB RAWAL
COLLEGE OF AGRICULTURE, DONDAICHA

Tal. Shindkheda, Dist-Dhule - 425408 (MH)



Mr. Premjit Rameshsing Girase

Designation - Asstt. Registrar

Qualification - B.Sc (Agri) M.B.A

Principal

S.V.Ss Vikas Ratna Sarkar Sahab Rawal
College of Agriculture, Dondaicha/Dhule

DOB :- 12-12-1993

Blood Gr :- B+ Ve

UID No :- 3132 6966 9420

Address :- 55 - Harchand

Nagar, Dondaicha - 425 408

Tal-Shindhkheda Dist-Dhule,

Mobile No. :- 9404194323

Emergency Con. :- 9422795625

Instructions :

- Entry to the campus for staff is strictly with ID card.
- The ID card need to be worn around the neck all the time in college campus & should not be kept in the wallet.
- Report of lost theft or damage of the card should immediately be informed to the authorities in writing.
- This is an electronic card .
- This card is the property of the college.

Dadasaheb Rawal Knowledge city
Mandal Road, Dondaicha - 9422370099

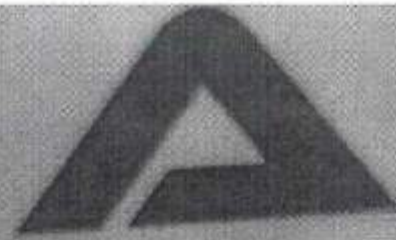
ARMSTRONG




lives made easy...



Name : Girish P. Sonawane
Designation : HR Exe.
Department : HR
ID : 40177

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ARMSTRONG MACHINES LTD.

Bhaveswar Arcade, 118/119, ...
Nityanand Nagar, Ghatkopar (W) Mumbai-86.

+91 9673002942 sales@armstrongltd.com

CIN: U29100MH2002PTC 136465



Utkarsh Services Pvt Ltd.

CIN NO.: U72900MH2009PTC192579

Regd. Office: -
11/A, Symphony C.H.S. Ltd,
Old Raviraj Complex,
Jesal Park, Bhayandar (E),
Thane - 401105

Appointment Letter

Ref: Utkarsh/Appt/3610

Date: 24/10/2019

To,

Mr. Vaibhav Ganesh Ugale

Shingne Nagar Waard No.12,

Deulgaon Raja, Buldhana:-443204

Sub: Agreement for Employment as "Extension Officer" on Fixed Term

Dear Vaibhav ,

We are pleased to offer you employment in our organization as "Extension Officer" for a fixed term of employment on the following terms and conditions and as mentioned in Annexure I.

Validity:

The agreement shall be valid for the period of **11 months** with **effective from Dt.24/10/2019** and renewed and communicated in a month advance for continuations notwithstanding this, in the event of the deputation for which you are being engaged ending before aforementioned period; this agreement shall be co-terminus with the period under deputation.

Probation:

You shall be on probation for a period of **six months** from the date of joining. During the probation period, your services can be terminated without notice and without assigning any reasons whatsoever. You will not be entitled for any leaves during the probation period. The above probation period may be extended if required and until confirmed in writing, you shall be deemed to be continuing in our employment as a probationer. During the period of your probation, either party may terminate the appointment by giving 30 days' notice or salary in lieu thereof.

Compensation & Statutory Deduction:

REMUNERATION: REFER ANNEXURE- II

1. You will be covered under the Employees Provident Fund, Employee State Insurance Act and all other statutes as applicable to you, as per the law in force.
2. You will be covered under the Company's Group Personal Accident Insurance Scheme and Medical Insurance Scheme as applicable to your level.
3. Your salary / earnings will be subject to applicable tax laws and any other statutory deduction as applicable from time to time.

Liability :

1. You shall at no point of time make any claim or assert any right to employment damage, loss or compensation of any sort whatsoever against the Client. This agreement is purely a contractual agreement between Utkarsh Services Pvt.Ltd and the client for specified period.

2. You shall not engage in any act subversive of discipline in the course of your duty /ies for the client either within Client's office or outside it, and if were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.

Certificate / Testimonials:

You are required to submit the required documents at the time of joining to Utkarsh Services Pvt.Ltd.

Termination:

This agreement shall be terminated by either party by giving 30 days' notice in writing. In case of probation the notice period will be 15 days.

Kindly sign the duplicate copy of this letter for having accepted the terms and condition.

For Utkarsh Services Pvt.Ltd.



Authorised Signatory

I accept the above letter for having accepted the terms and condition mentioned.

Signature:

Date:

Name: **Mr. Vaibhav Ganesh Ugale**

महाराष्ट्र



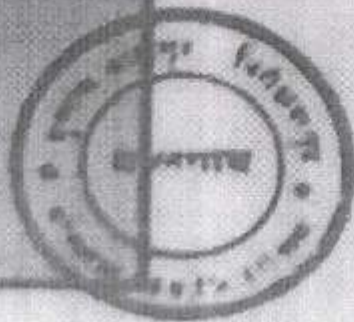
सत्यमेव जयते

शासन

महिला व बाल विकास विभाग
मुलांचे निरीक्षणगृह बालगृह मालेगाव नाशिक



कर्मचारी नांव : श्री. पुष्पक राजेंद्र पवार



(Handwritten Signature)

अधिकाऱ्या

मुलांचे निरीक्षणगृह / बालगृह मालेगाव नाशिक
महाराष्ट्र शासन ४२२१०५, वि. नाशिक

26/05/2025

Government of Maharashtra

Department of Women and Child Development
Children's Observatory Balgriha Malegaon Nashik



Employee Name: Shri. Pushpak Rajendra Pawar

Signator Authority




DIRECTOR
K.B.H.S.S.T's DR. B. V. HIRAY COLLEGE OF
MANAGEMENT AND RESEARCH CENTRE
MALEGAON CAMP, MALEGAON

Date: July 02, 2018

E Code: 09020723

Mr. Premkumar Bajrang Aher
Jalgaon

Dear Premkumar Bajrang Aher,

This refers to your application & subsequent interview with us. We are pleased to inform you that you have been appointed for the post of "Business Development Executive" for a fixed tenure from July 02, 2018 to July 01, 2021 on the following terms & conditions:

Your appointment is for our client DHFL at its location Jalgaon.

1. Period of Contract:-

- a) Your appointment will be effective from July 02, 2018 to July 01, 2021. The said appointment shall automatically come to an end, on expiry of the aforesaid period, unless the same is extended in writing, by the company.
- b) During the period of your fixed tenure appointment, you may be required to undergo such training as may be found necessary.

2. Remuneration / Allowances per month :-

| Particulars | Amount (Rs.) |
|---------------------------------|---------------|
| Basic Salary | 6,750 |
| HRA | 338 |
| Conveyance Allowance | 1,600 |
| Medical Allowance | 1,250 |
| Other Allowance | 3,000 |
| Statutory Bonus | 562 |
| Employer's Contribution to PF | 810 |
| Employer's Contribution to ESIC | 642 |
| Monthly CTC | 14,952 |

The Statutory deduction like Income tax and other applicable taxes will be made as per law from the remuneration by the Company from time to time.

- a) Statutory Benefits: You will be entitled to statutory benefits such as Employees' Provident Fund & Employees' Pension Fund, Employee's State Insurance (ESI), as may be admissible in law. Please note that the Statutory Annual bonus is included in your monthly remuneration, as indicated above.
- b) Performance and Performance Appraisals:- You shall endeavour to perform duties efficiently and to the best of your ability. Performance appraisals will be conducted at regular intervals throughout the period of employment under this agreement. You may be called upon to submit for / undergo any training to upgrade yourself to meet the requirement of the Company/ client and failure in the training may render you unfit for further engagement, this contract will become liable for suo-moto termination without any notice etc. except for any saving under law. You shall be solely liable for any loss caused to any other person, Client, environment by your act and also liable to keep DHFL Sales & Services Ltd. absolved and indemnified of any liability/loss on account of your conduct.
- c) Since the appointment is not permanent, you will not be entitled to any benefits available to the permanent employees of the Company except to the extent of statutory benefits mentioned herein.

3. During the course of your Tenure of appointment:-

- a) You may be deputed to work with any of our clients and/or handling work for any of our clients. However, your said working with our clients and/or handling their work will not create any relationship of employee and employer between you and our client concerned, nor any claim of yours for absorption in the regular cadre of our client's employment or in our organisation shall be legally tenable.
- b) Your services may be transferred from one Business / Territory / Region / Zone to another Territory / Region / Zone in India, where Branch/ project / office of the company is already in existence or may be set up at any time in future.
- c) You will be based at the premises of the client or any affiliate and your services are liable to be transferred anywhere in India to any office/branch/location of the client and / or any affiliate at any point of time as per the requirement of our clients.

4. During the period of your tenure, you would :-

- a) Adhere to work norms and achieve targets as would be laid down by your superior(s) and/or client concerned and in case you fail to fulfil, achieve and/or

adhere to the targets and/or to do work which is rejected, your services would be liable to be terminated, at any time, without further notice to you.

- b) Perform your work diligently, honestly and maintain a high standard of loyalty, efficiency and secrecy.
- c) You shall strive hard to promote the interest of the Company and shall not do anything, which will be detrimental and prejudicial to the interest of the Company, nor shall you do anything which will spoil the reputation of the company.

5. During the period of your tenure with us:-

- a) You will be governed by the Rules & Regulations of the company, as may be framed or revised by the company, except in respect of matters for which the express provisions have been made above.
- b) You will neither work (full time or part time), either directly or indirectly for any other person/ organisation in any capacity.
- c) You shall also not solicit / seek / explore employment with the client and/or with any of the competitor during the contract period (included extended period, if any) and if found doing so the same would constitute conflict of interest and render you liable for legal action including recovery of adequate damages etc.
- d) You shall not take up any other part time or full time work or employment either directly or indirectly for any other person/ organisation for remuneration or otherwise or engage yourself in any trade, business or occupation without prior written permission of the Company.
- e) You will ethically engage in this duty and agrees that any unjust enrichment or other criminal activity can result in immediate termination and/or legal action against you.

6. Duties: -

Your duties & responsibilities may be changed, amended or altered at any time by the client/Company at their/its sole discretion. You will be duly notified of these changes and amendments by the client/Company.

7. a) The Company, at its sole discretion, may suspend you from your duties, pending disciplinary enquiry or investigation for any misconduct alleged to have been committed by you during the course of tenure under the contract or applicable law.

b) The company may give you lay-off as per the provisions of law prevailing at relevant point of time.

8. Termination of Service:-

i) Your services will automatically stand terminated, on the completion of the period of your employment, as state in clause 1(a) above.

ii) Your services will be liable to termination without any notice or salary in lieu thereof

a) If you remain absent from your duties, for 7 days continuously without any intimation or prior permission of your superior.

b) Without being exhaustive, if you indulge in any indecent behaviour with any of your colleagues within our organisation or our client's organisation or any activity, found objectionable to us.

c) In case of neglect of duty, misconduct, conduct not beneficial to the interests of Company/ Client.

d) If you are found/reported to have indulged or associated in any activity, which would without being exhaustive, include any anti-social, anti-national or immoral activity and also any activity against the interest of our organisation.

e) If any information declared by you or documents submitted by you, at the time of your interview / selection is found to be incorrect, forged or fabricated.

f) If any breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law.

g) If any references feedback/ background verification is found to be negative.

iii) Your services will be liable to be terminated any time before the period mentioned in clause - 1(a) by giving 30 days' prior notice in writing or Basic salary in lieu thereof.

a) If your performance during the period or during your employment is not found satisfactory or below the expected level and / or the business target as set out for you from time to time.

b) If you are medically reported unfit.

- iv) During the period of service, referred to in clause 1(a) above, you may leave service of the company by giving 30 days' notice, In case you fail to serve 30 days' notice as prescribed in this agreement you will be liable to pay 30 days basic salary or proportionate amount equivalent to shortfall in notice pay, however acceptance of notice pay in lieu of notice will be at the discretion of the Management. Your appointment for the contract period is based on our client's requirement and your services may be terminated / curtailed at any point of time without assigning any reason by giving 30 days' notice in writing.

9. While deputed at the premises of any of our client:-

- a) You shall follow rules, procedure, practices prescribed by the client concerned relating to safety and health.
- b) You will maintain decorum of our client concerned and shall not commit breach of any rules & regulations of client concerned.
- c) You shall regularly & punctually report for work and be present at client's designated location during working hours intimated / informed to you and also to report to the respective reporting officer / manager of the client.
- d) You shall extend all cooperation to the employees of client concerned, their consultants/ representatives etc and do all such things as may be necessary and comply with all terms of the applicable work/ assignment so as to effectively undertake the work/assignment.
- e) Any information/material of any of our clients coming to your knowledge or possession, during the term of the work/assignment shall be maintained secret and confidential and you shall not divulge the same to any person in any matter and at any time whatsoever.
- f) Any material in your possession shall be returned immediately to the client concerned on completion of the work/assignment/ termination of the employment whichever is earlier.

10. Confidentiality

You must keep confidential all trade secrets and information which comes to your attention in circumstances where you know or ought to know that the information is to be treated as confidential.

Confidential information includes:

- a) technical information, plans and product specifications;
- b) employee records;
- c) business plans and forecasts;
- d) financial records, reports, accounts and proposals;
- e) client's intellectual property;
- f) quotations and tenders submitted or prepared for submission to clients and potential clients;
- g) clients lists, names of Client contacts and terms of trade with Client;
- h) information on client's suppliers or the client's other Clients would consider commercially valuable and/or secret; and
- i) telephone lists, details of Client's/Company's official policy documents, training documents, quality documents and any other internally used information regarding the operations of the client
- j) Employee's salary and salary details. You must not remove information or copies of information from the Client's premises except where the employee's employment requires it and where the client has given consent. The obligation of confidentiality exists both during the employment and after the employment ceases. Any breach of confidentiality shall be regarded as a serious misconduct for which the employee may be dismissed or terminated forthwith without any notice or payment in lieu of notice. On the termination of the agreement, all papers, records and documents in the employee's possession shall be returned to the Client.
- k) Any other Information, documentation, record, photographs, designs, processes, systems, maps and installations which are deemed confidential by virtue of operations/ exclusive usage by Company/ Client and leakage of the same to any unauthorized person, company, firm, organization etc. is detrimental to the interest of DHFL Sales and Services Ltd.
- l) You shall be duty bound to return all the property, data, information, record of the Company and Client (confidential / otherwise) while leaving services and non return of the same will amount to breach of confidentiality and render the Employee liable for legal action except for saving in law.

11. Severability

If any provisions of this agreement are or become illegal or unenforceable, the remaining provisions of this agreement shall continue to apply (and the provisions which become illegal or unenforceable amended or deleted or modified to the extent as per law automatically)

Signed:

ABHISHEK
HALDANKAR

Digitally signed by
ABHISHEK
HALDANKAR
Date: 2018.07.07
13:47:14 +05'30'

For and on behalf of

Company:

DHFL Sales and Services Limited.

Authorized Signatory

Signed:

Name:

Mr. Premkumar Bajrang Aher
(09020723)

I hereby confirm that I read, understood and accept the terms & conditions of appointment/contract letter and have received a copy of this agreement for my records.

Please return a copy of your appointment letter duly acknowledged, we also request to complete the pending joining formalities as it is an integral process to your joining the Company.

Date: 08/01/2019

Attendance Sheet
Shree Sanket Developers

| SR.NO | Name of the Candidate | Signature |
|--------------|----------------------------------|-----------------------|
| 1 | chavan Rohini Dnyan. | Rohini |
| 2 | Pawan Prerna Pandit | Pawan |
| 3 | Gupta Kavita Krishanbandra | Kavita |
| 4 | Gurav Ashok Dhiram | Ashok |
| 5 | Mahale Kapil Sunjay | Kapil |
| 6 | Weshmukh Dhoskar Dayy | Dayy |
| 7 | Ahire Sagar Gangadhar | S.G. Ahire |
| 8 | | |
| 9 | | |
| 10 | | |

not absent

Pooja

Miss. Pooja Merchant
Training & Placement Officer

Deepak Modi

Mr. Deepak Modi
CEO, Shree Sanket Developers



K.B.H.S.S.Trust's

**Dr. B. V. Hiray College of
Management & Research Centre,**

Krushni Nagar, Golibar, Maldan, Malegaon Camp,
Tal. Malegaon, Dist. Nashik - 423 105. (M.S.)

Affiliated to University of Pune. Approved by AICTE, New Delhi, DTE Mumbai



Ph.(02554) 250115

e-mail : hiraymba@gmail.com

Ref.No.: 05/MBA/2019.

Date : 08/10/2019

LETTER OF THANKS

To
Mr. Deepak Modi
C.E.O
Shree Sanket Developers
Malegaon - 423203

Sub: Successful Completion of Campus Recruitment

Dear Sir


Our Institute Dr. B. V. Hiray College of Management and Research Centre express its heartfelt gratitude for giving your precious time to us and providing employment opportunities to our students. We are very thankful to you for having Campus Recruitment in our Institute for the post of Management Trainee for the department of Marketing, Finance and Human Resource.

I believe that the campus recruitment held on 8th Jan 2019 proved to be very beneficial for the Students as well as your Company.

We expect to work with you in future.

Thanks and Regards


Miss. Pooja Merchant
Training & Placement Officer


Dr. Kamran Rahmani
Academic Coordinator



Date: 14 / 01 / 2019

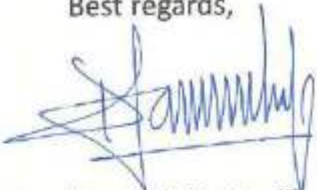
Miss. Rorini Daga Chavan
Dabhadi, Tal.-Malegaon Dist.-Nashik
Maharashtra.

Subject: Letter of Appointment for Marketing Officer - 2 Post

Dear Miss. Rohini Chavan,
We are inform you that you are selected for the post of Marketing Executive at our Company,
as per our discussion in Interview held at Shree Sanket Developers Office on 8th January 2019.
Your Working Post is **Marketing Officer - 2** .
Your Joining date is **12th February 2019**.

We feel that your skills and background will be valuable assets to our team & We look forward
to welcoming you as a new employee at Company.

Best regards,



(Deepak N. Modi)

Director

Shree Sanket Developers



SHREE SANKET DEVELOPERS

Date: 14 / 01 / 2019

Miss. Kavita Krishachadra Gupta
Malegaon, Dist.-Nashik
Maharashtra.

Subject: Letter of Appointment for Marketing Executive Post

Dear Miss. Kavita Gupta,

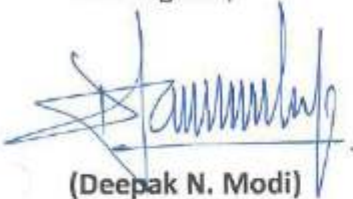
We are inform you that you are selected for the post of Marketing Executive at our Company, as per our discussion in Interview held at Shree Sanket Developers Office on 8th January 2019.

Your Working Post is **Marketing Executive** .

Your Joining date is **17th January 2019**.

We feel that your skills and background will be valuable assets to our team & We look forward to welcoming you as a new employee at Company.

Best regards,



(Deepak N. Modi)

Director

Shree Sanket Developers



SHREE SANKET DEVELOPERS

C/o "Vardhaman Residency", Opp Sales Tax Office, Behind Shree Paras Super Market, Malegaon (Nashik) Tel : 02554-256053
Mob No: 08390955111, Email : shreesanketdevelopers@gmail.com

Date: 01 / 02 / 2019

Miss. Dipali Rajendra Kele
Talwade, Tal.-Malegaon Dist.-Nashik
Maharashtra.

Subject: Letter of Appointment for Marketing Officer - 1 Post

Dear Miss. Dipali Kele,
We are inform you that you are selected for the post of Marketing Executive at our Company, as per our discussion in Interview held at Shree Sanket Developers Office on 8th January 2019. Your Working Post is **Marketing Officer - 1** .
Your Joining date is **4th February 2019**.

We feel that your skills and background will be valuable assets to our team & We look forward to welcoming you as a new employee at Company.

Best regards,


(Deepak N. Modi)

Director

Shree Sanket Developers



SHREE SANKET DEVELOPERS

C/o "Vardhaman Residency", Opp Sales Tax Office, Behind Shree Paras Super Market, Malegaon (Nashik) Tel : 02554-256053
Mob No: 08390955111, Email : shreesanketdevelopers@gmail.com

श्री माऊली बहुउद्देशीय सेवाभावी संस्था, मालेगांव (नासिक)

१०५४/२, लक्ष्मी निवास, कॉलेज रोड, मालेगांव कॅम्प - ४२३ १०५ (नासिक)

☎ (०२५५४) २५४७०० / २५४६००

रजि.नं.महा-१९२/२००५/एफ/८६३०/नासिक - दिनांक : ९/१/२००६

जा.क्र.:

दिनांक : ३०/०३/२०१९

PRIMARY SCHOOL OFFER – LETTER

NAME : Pawar Ankita Anil

Teaching Possition : Asstt. Teacher

HOURS : 12 .00 HRS TO 5.00 P.M

1. We are pleased to welcome you as a member of the "kilbil english medium school" for the year, 2018-19.
2. The first three months of employment are a trial period during which time the school may terminate this contract without compensation and in which the employee does not qualify for holiday or time off pay. Either party shall give proper notice of termination of this employment agreement to the other.
3. Employee specifically waives any rights she may or may not have under state law (such as the model employment termination act or like legislation) requiring that any and all termination of employment be "for good cause" this is an "at will" employment arrangement and, as such no cause is required by either party for termination hereof.
4. Method of notice, notice of termination or an intention not to continue working shall be given in writing delivered by any method.
5. Notice to employer. All notices to be given to employer shall be given in writing delivered by any method.
6. Termination for cause. Employer may terminate this employment at any time "for cause" the grounds for which are defined below. In the case of termination for cause. Employer shall have no obligation to employee for salary. Bonus or other compensation or any other form of benefit except for : a] compensation earned prior to the effective date of termination. Also, in the case of termination for cause. employer shall reimburse employee for all appropriately documented expenses incurred by employee before the termination date that are otherwise reimbursable to employee. The "notice period" and "notice method", if any contained in the paragraphs above do not apply to termination for cause. Employer must give actual notice to employee of termination for cause but may deliver said notice by any manner, either orally or in writing. employer may make termination for cause effective immediately. Should the management require a notice period, the notice period so required under the law shall be applicable to this contract. this is an "at will" employment contract where in no cause is required for termination.



(R.K. PAWAR)

Secretary
Mauli Bahuuddeshiya Sevabhavi
Sanstha's Malegaon, Camp

- Electronic Weighing Scales & Systems
- Electronic Currency Counting Machines
- Electronic Fare Meters

Date:04/12/2018

OFFER LETTER

To,
Mr. Sandeep Bhosale
At& Po- Bavane Pangri,
Tah- Badnapur, Dist- Jalana
Mob-7588522126

Dear Mr. Sandeep ,

This has reference to your application and the subsequent interviews you had with us on 02nd Dec 2018. We are pleased to make you an offer for the position of HR Executive w.e.f 20th Dec 2018. You will be given a Letter of Appointment on joining. Your salary details are attached separately on Annexure A.

You will be on probation for a period of Six months, which may be further extended at the discretion of the management, and you will continue to be on probation till your services are confirmed in writing. During the period of probation your services may be terminated at any time without assigning any reason.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

Yours truly,

For Nitiraj Engineers

Mahendra Ist
(HR-Executive)



Accepted

Date:

I have read and accept the terms and conditions:

Date of Joining : _____

Signature : _____

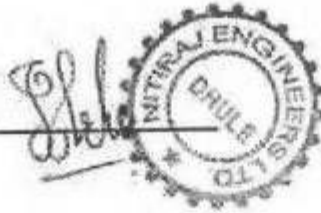
Date : _____

ANNEXURE A

Salary details as follows -

| EARNINGS | | DEDUCTION | |
|--|----------|----------------|---------|
| Particular | Amount | Particular | Amount |
| Basic | 7200.00 | Provident Fund | 864.00 |
| H.R.A. | 3500.00 | Profession Tax | 200.00 |
| Medical Allowance | 2500.00 | ESIC | 315 |
| Transport Allowance | 2500.00 | | |
| Attire | 2300.00 | | |
| Gross | 18000.00 | Total | 1379.00 |
| Net Salary : $18000 - 1379 = 16621.00$ per month only | | | |
| Note :- Rs.4000/- per month shall be give to you as room rent other than above mentioned package . | | | |

Signature: _____



Date of Joining: _____

Signature: _____

Date: 28-Feb-2019
Ref No: 777227

Prashant Aher
A/P-Tisgaon, Tal-Deola, Dist-Nashik, -423110
423110

LETTER OF APPOINTMENT

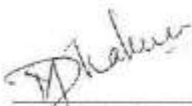
Dear Prashant,

This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values and be one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of every individual and respect basic human dignity in all interactions
- Passion to Achieve : We are committed to focus on results with undying enthusiasm and energy
- Entrepreneurial Approach : We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset : We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government and society at large.

When you sign this letter, you would have embarked on our quest to make modern history!



MANASI DHUMATKAR
CHIEF MANAGER



Prashant Aher

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Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137


Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
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Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2018/

1093242



Date: 28-Feb-2019
Ref No:777227

Prashant Aher
A/P-Tisgaon, Tal-Deola, Dist-Nashik, -423110
423110

We have pleasure in appointing you as **Assistant Manager** in the Grade **M1** with effect from **01-Apr-2019**, or from your date of reporting to work, whichever is earlier, provided that this letter of appointment shall cease to have effect if you do not report to work by **01-Apr-2019**.

Position, Location and Remuneration

1. The details of your remuneration are enumerated in Annexure A, is enclosed. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** ('Bank').
2. You will initially be posted at our office at **Kotak Mahindra Bank Ltd, 6 & 7-Sri Swami Samarth Complex, Malegaon Road, Baglan, Nashik, Satana**, but you will be liable to be posted or deputed at any other office/ branch of the Bank or any of its associate companies or any of its clients and your services are liable to be transferred to any subsidiary or associate or affiliate company including overseas.

Probation

3. Your appointment is subject to a probation period of **6 MONTHS**, where after subject to your performance and conduct being satisfactory, your probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated by giving **1 MONTH** notice during the initial or extended period of probation.

Other conditions

4. Your appointment is subject to your providing, inter alia:
 - 4.1. A relieving letter from your previous employer relieving you from your duties.
 - 4.2. Receiving satisfactory background verification report.
 - 4.3. A copy of the last pay slip from the previous employer.
 - 4.4. Proof of identity which could be either the copy of voter identity card or Aadhar card or Passport.
 - 4.5. Proof of date of birth.
 - 4.6. The Bank's application form complete with photograph.
 - 4.7. Valid email id.
 - 4.8. Mobile no and /or Landline no.

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

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Maharashtra, India.

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PALES

5. Your appointment is subject to submitting a Self-Certified Medical Fitness and Declaration Form Issued by the Bank. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. If called upon, you shall submit yourself to an examination by a qualified registered medical practitioner appointed or agreed to by the Management 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 rules shall be, at the discretion of the Management, without salary.

Duties, Responsibilities & Other employment

6. You will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future. Please note that should you be entrusted with the handling / custodianship of cash / securities, any shortfall will be recoverable from you personally. This does not preclude the Bank from recovering the same from any dues to you, or from taking legal action.

7. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time. The hours of work, holidays and paid leave will be in accordance with the Bank's rules. Please note that if you absent yourself from the services of the Bank without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

8. You shall devote the whole of your time and attention to performing your duties and use your best endeavors to promote the interests of the Bank and your conduct at other times shall be such as not to damage the interests of the Bank. You shall not engage yourself directly or indirectly in any trade, business, vocation or occupation or in advisory capacity or accept compensation in any form from any third party for any actions performed on behalf of the Bank without the express written permission of the Bank. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Bank, whether directly or indirectly.

9. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires.

10. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.



11. You shall inform the Bank without delay of any act of dishonesty, fraud or cheating or any damage to the Bank's property that you may come to know of, whether the same is under contemplation or is taking place or has already taken place.
12. You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any activity of the Bank.

Rules, Regulations and Confidentiality

13. You shall faithfully observe all the rules and regulations of the Bank as applicable from time to time and comply with all reasonable orders of your superiors and attend to your duties punctually at such place or places, as you may be required.
14. You shall also abide by and implement "The Corporate policy manual on Conflict of Interest, Confidential and Proprietary Information" including interalia the Information Technology Security Policy and Code of Conduct as approved by the Bank.
15. The Bank is committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Bank including the Code of Conduct and other policies of the Bank as they form an integral part of the terms of employment with the Bank. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees' from time to time through Intranet and/or e-mails and you will be governed by the same from time to time as and when the said changes are made. It is your responsibility to read and comply with the same.
16. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Bank in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Bank processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Bank, its subsidiaries, its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Bank, its subsidiaries, its associates or clients.
- 18.1. In line with the, SEBI (Prohibition of Insider Trading) Regulations,2015 as modified from time to time, you shall comply with the Employee Share Trading Code as approved by the Board of Directors of the Bank. In addition, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.

Page 4

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

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F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2018/

1093245

Pooja



17. You are not authorized to and must not at any time:

- 17.1. Trade on your own account by pledging the credit of the Bank;
- 17.2. Even on the Bank's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Bank to risks which are beyond its financial capacity to bear;
- 17.3. Enter into any commitment, dealing or obligation on behalf of the Bank, except to the extent of operating the Bank's bank account or accounts as empowered by a resolution of the Board of Directors of the Bank.

18. You shall not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Bank, its subsidiaries or its affiliates.

Termination

19. Your services can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:

- 19.1. Any incorrect information furnished by you or on suppression of any material information; and/or
- 19.2. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this letter or a violation on your part of any of the Bank's rules and policies; and/or
- 19.3. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude; and/or
- 19.4. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or
- 19.5. The results of any background checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion. and/or
- 19.6. Any misconduct pertaining to moral turpitude, riotous/disorderly behaviour, theft, misappropriation, conviction by any court of law.

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Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137


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19.7. Any act or omission which could be construed as loss of confidence in you by the Management.

19.8. Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.

20. Subject to the right of the Bank to terminate this employment in accordance with clause 19, it may be terminated either by the Bank or yourself by giving 3 MONTHS notice in writing to the other.

20.1. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated on the basis of monthly gross salary. The decision whether or not to accept the gross salary in lieu of the notice period will rest solely with the Bank and the employee shall be required to serve the applicable notice period as per the exit policy of the Bank if the Bank does not accept the gross salary in lieu of the notice period.

Retirement age

21. The age of superannuation i.e. the age of retirement in our Bank is 60 years.

22. On retirement or earlier termination of this employment in any manner, you shall hand over all papers, documents and other property belonging to the Bank or which have been entrusted to you or received by you in the course of your employment with the Bank.

Jurisdiction

23. If any term or provision of this appointment letter or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

24. Courts of Mumbai shall have exclusive jurisdiction in respect of any disputes arising at out of or in connection with this contract.

25. This letter constitutes the entire understanding between you and the Bank relating to your employment by the Bank and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment.

26. As a full time employee of the Bank, you shall not be a Director on the Board of any Company. If you are a Director in any Company you are required to resign from the same before joining the Bank.

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Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinity, Building No. 21,
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Maharashtra, India.

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1093247

Poley





Kotak Mahindra Bank

You are requested to send us a copy that is signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to your having a long and successful career with us.

Yours faithfully

for Kotak Mahindra Bank Ltd

MANASI DHUMATKAR
CHIEF MANAGER

Prashant Aher

Date:

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Kotak Mahindra Bank Ltd.
CIN: L65110MH1965PLC038137

Kotak Infinity, Building No. 21,
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1093248



Annexure A

| | |
|------------------|-------------------|
| Name | Prashant Aher |
| Level | Assistant Manager |
| Location | Satana |
| With Effect From | 01-Apr-2019 |

| Component | P.M. | P.A. |
|--------------------------------|-------|--------|
| Basic Salary | 9187 | 110000 |
| House Rent Allowance | 4583 | 55000 |
| Professional Allowance | 3376 | 40500 |
| Conveyance Allowance | 1600 | 19200 |
| Medical Reimbursement | 1250 | 15000 |
| LTA | | |
| Bonus | 1400 | 16800 |
| Gratuity | - | 5291 |
| Contribution to Provident Fund | - | 13200 |
| Total | 21376 | 275000 |

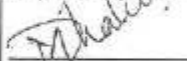
*Company contribution towards PF is 12% and Gratuity is 4.81%

*Family Floater Group Mediclaim Coverage as per policy.


Under the Kotak Term Group Plan, you get covered as per policy.

Casual/ Privilege leave entitlement as per the prevailing leave policy

Prepared by



Date 28-Feb-2019



Prashant Aher

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

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HR/2018/

1093249




Darpan Wagh
Pune

Dear Darpan,

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

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

Your Employee Code is **10072193**.

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **07-01-2019** and your place of posting is **Dhule**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

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

The details of your compensation are as follows:

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

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

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

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

Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations, developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.



Madhulika Singh

Head - Human Resources, Pune