



PDEA's  
Annasaheb Magar Mahavidyalaya  
Hadapsar Pune - 411028.



**List of Placed Students 2021 – 2022**

Sr. No.	Department Name	Total Students Palced
1.	Computer Science	107
2.	Hindi	4
3.	Political Science	4
4.	Commerce	26
5.	B.B.A.(C.A.)	22
6.	B.B.A.	25
7.	Chemistry	26
8.	Botany	2
9.	Microbiology	10
10.	Physics	9
11.	English	2
12.	Economics	2
13.	B.Voc Tourism and Service Industry	7
<b>Total</b>		<b>246</b>

**Co-ordinator**  
**IQAC Committee**  
**Annasaheb Magar Mahavidyalaya,**  
**Hadapsar, Pune-28.**



**PRINCIPAL**  
**Annasaheb Magar Mahavidyalaya**  
**Hadapsar, Pune - 411 028.**

**ASAN TECHCUBE SOLUTIONS PRIVATE LIMITED**

Asan Tech

## Offer Letter

To,

**Ajaysinh Pawar**

We are pleased to inform you that after careful consideration **Asan Techcube Solutions Pvt Ltd** has decided to make you this offer of employment. This letter sets forth the terms of the offer letter which if you accept, will give you employment.

Position:

Your Position will be **Software Engineer**. You will report to the company by **29 Nov 2021**. However, during employment with the company: you may be posted / transferred to any of the Offices / Projects / Divisions / Units of the Company existing or to be set at any other location in India.

As discussed with you, we have considered your experience to be of **03 year** and your take home salary will be **40000 rupees / month**.

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

Please send following documents at the time of joining.

- Experience Letter / Relieving Letter
- Salary Proof
- Copy of highest qualification certificate
- Copy of Pan card
- Copy of Residential proof
- 1 passport size photo

Thanking You

Asan Techcube Solutions Pvt Ltd







Document No: - SSPL/HR/OFR/SNVY-2209

**OFFER LETTER**

Date: 28<sup>th</sup> March, 2022

To,

**Mr. Vipul Yadav**

Dear Vipul,

This letter is to offer you a position **Jr. Java Developer** with **Sarathi Softech Pvt Ltd**. It is with great pleasure that we offer you the position of Jr. Java Developer. Your place of work will be "Pune City". Based on your capabilities and accomplishments, I believe that your talents will not only benefit Sarathi Softech Pvt Ltd but also that our mutual relationship will assist you in reaching your personal and professional goals.

**Salary and benefits:**

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits as are applicable to your category. Details of your compensation and benefit package (cost to company) as mentioned below

Your annual CTC will be Rs. **2,50,000/- Per Annum** (Rupees Two Lakh Fifty Thousand Only).

- b) Your salary structure is detailed in Annexure-I.
- c) You, your spouse and kids will be covered under Health Insurance of Rs. **3,00,000 per year**.
- d) You are eligible to **reimburse your IT Training** courses up to Rs. **20,000** for every financial year (1st April to 31st March).

I am anticipating that you will **accept this offer and join** Sarathi Softech by **30<sup>th</sup> March, 2022**. Upon joining you will be required to sign an "Employment Agreement".

You will also be required to submit the following documents on the date of your reporting:

1. Two hard copies of **Updated Resume**
2. Two photocopies of **ALL Educational Certificates** such as SSC, HSC, Diploma, Graduation, Post-Graduation etc. (Bring originals to verify)
3. Two photo copies of **Certifications done**. (Bring originals to verify)
4. Two photo copies of **photo id's with true copy** (Driving license/Pan Card/ Election Card/Passport etc.) (Bring originals to verify)
5. Two photocopies of **Permanent and Temporary Address proof**. (Rent Agreement required for temporary address proof)
6. **4 Passport size color photo**
7. Two photocopies of **Living certificate of school and college**. (Bring original to verify)
8. **Two references - Permanent & Local References**

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28-03-2022

Page 1 of 2

**Letter of  
Appointment**

**Date:** 1<sup>st</sup> February, 2022

Dear **Komal Kishor Rokade**

Congratulations! With reference to your application and subsequent interview and selection with us, we are pleased to appoint you as **Trainee Software Engineer** in our organization on the following terms and conditions. Your joining date is on **4<sup>th</sup> February 2022**. You will be on Probation Period for 6 months from the date of your joining.

**1. Compensation**

- 2 Your Total Annual Employment Cost to the Company (CTC) would **INR 3,55,000 PER ANNUM (INR Three Lakhs Fifty Five Thousand only)**.
- 3 Fixed Component is **INR 3,55,000/- Three Lakhs Fifty Five Thousand only**). Refer Annexure III for breakup.

*Note: You will forfeit any incentive component if your employment with the company is terminated by either side before payment of incentive amount.*

**1. Employee Benefits**

- 2 You will be entitled to a total of 21 days paid leave (includes sick, casual and privilege leaves) and 9 public holidays in a calendar year. All leaves related procedures are governed as per company's leave policy.
- 3 You and your designated members of your family will be covered under the Group Medical Health

Insurance scheme. Please refer to the company's medical insurance policy for more details.

Annual increment will depend on your overall performance and company's performance during the earlier year and it will not follow as matter of right.

**1. Probation**

Your probation period will be 6 months from your date of joining. You shall be confirmed after successful completion of the probation period. During the probation period, if your performance is not as per the company's expectations, the management may be constrained to extend the probation period. At any time during the probation period, the employment can be terminated by either parties after serving a notice period of 30 days.

**1. Separation**

- 2 Upon completion of Probation Period and confirmation as permanent employee, your services can be terminated basis 60 days's Notice by either parties.



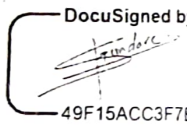
## 9. Medical Health Checkup List

- ❖ Routine Hemogram
- ❖ BSL Test
- ❖ Lipid Profile
- ❖ Urine Routine
- ❖ BUN Test
- ❖ ECG
- ❖ X-Ray Chest

You will be on **probation for six months** from the date of your joining. Your services will be confirmed in writing after the successful completion of your probation period.

Yours faithfully,

**For Sarathi Softech Pvt. Ltd.**

DocuSigned by:  
  
28-03-2022  
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
**Sachin Gundare**

**HR Manager**

Please indicate your acceptance of this offer by signing copy of this letter in the space provided below.

Full Name: Vipul Yadav

Signature: 

Date:   
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28-03-2022



**Offer: Computer Consultancy**  
**Ref: TCSSL/DT20217845393/Pune**  
**Date: 26/07/2021**

Mr. Nikhil Kalidas Pawar  
Near Vitthal Mandir, Pawarali, Walhe. Purandhar, Pune 412305.,  
Matoshree Hospital,  
Pune-412305,  
Maharashtra.  
Tel# 91-9067612319

Dear Nikhil Kalidas Pawar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer 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 **₹1,90,926/-** 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 **₹7,950/-** per month.



## Letter of Appointment

**Date:** 1<sup>st</sup> February, 2022

Dear **Nikita Ganesh Bendre**

Congratulations! With reference to your application and subsequent interview and selection with us, we are pleased to appoint you as **Trainee Software Engineer** in our organization on the following terms and conditions. Your joining date is on **4<sup>th</sup> February 2022**. You will be on Probation Period for **6 months** from the date of your joining.

### 1. Compensation

- Your Total Annual Employment Cost to the Company (CTC) would **INR 3,55,000 PER ANNUM (INR Three Lakhs Fifty Five Thousand only)**.
- Fixed Component is **(INR 3,55,000/- Three Lakhs Fifty Five Thousand only)**. Refer Annexure III for breakup.

*Note: You will forfeit any incentive component if your employment with the company is terminated by either side before payment of incentive amount.*

### 1. Employee Benefits

- You will be entitled to a total of 21 days paid leave (includes sick, casual and privilege leaves) and 9 public holidays in a calendar year. All leaves related procedures are governed as per company's leave policy.
- You and your designated members of your family will be covered under the Group Medical Health Insurance scheme. Please refer to the company's medical insurance policy for more details.

Annual increment will depend on your overall performance and company's performance during the earlier year and it will not follow as matter of right.

### 1. Probation

Your probation period will be 6 months from your date of joining. You shall be confirmed after successful completion of the probation period. During the probation period, if your performance is not as per the company's expectations, the management may be constrained to extend the probation period. At any time during the probation period, the employment can be terminated by either parties after serving a notice period of 30 days.

### 1. Separation

- Upon completion of Probation Period and confirmation as permanent employee, your services can be terminated basis 60 days's Notice by either parties.

## EMPLOYMENT OFFER LETTER

Date April 15, 2021

Dear Vishal,

We are pleased to extend you an offer of employment with DecisivEdge Technology Services India Pvt. Ltd. We look forward to you joining us on May 03, 2021 ("Date of Joining") or earlier. Your offer details are as below:

Offer Summary			
Name	Vishal Jagdale	Fixed Salary	261,600
Title	Client Support Specialist	Variable Salary	0
Grade	Consultant I	CTC	261,600
Reporting Manager	Supriya Bhosale		

Monthly Salary Breakup			
Earnings		Deductions	
Basic	5,450	Employee PF	1,800
HRA	8,720	Employer PF	1,800
CEA	1,000	Total PF	3,600
Other Allowance	6,630	Professional Tax	200
<b>GROSS</b>	<b>21,800</b>	<b>TOTAL Deductions</b>	<b>3,800</b>

\* Applicable Income Tax will be deducted from your salary.

We look forward to working with professionals like you who will partner with our team and contribute to the growth of our company. We are confident that with your skills, experience and attitude you will be a valuable addition to our team.

Please endorse your acceptance by duly signing the first page of this letter and the Offer Acceptance and Acknowledgment (last page) and return to the undersigned. Your employment is contingent upon the terms documented in this letter, including but not limited to a background check, and the signature of the Confidentiality and Invention Assignment Agreement.

Please note that this offer is valid until April 18, 2021.

For DecisivEdge India,  
*Sandip Sharma*  
Sandip Sharma  
Managing Director and India CEO





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218359145/Hyderabad**  
**Date: 20/11/2021**

Ms. Vaishnavi Bhalchandra Shinkar  
18 Sanklp Society Near Swami Samarth Temple Hadapsar,  
Gondhale Nagar, Hadapsar,  
Pune-411028,  
Maharashtra.  
Tel# -

Dear Vaishnavi Bhalchandra Shinkar,

**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 **₹1,90,926/-** 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 **₹7,950/-** per month.

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TCSL/DT20218359145

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





## **BOUQUET OF BENEFITS (BoB)**

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

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

### **1. House Rent Allowance (HRA)**

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### **2. Leave Travel Allowance**

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

### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### **4. Food Card**

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

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.





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

## OTHER BENEFITS

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

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

### **Loans**

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

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

You will become a member of the TWT, on completion of continuous association of one year

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TCSL/DT20218359145

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deemed to be Public Limited Liability Company, Mumbai, India. Registered Office: TCSL, Plot No. 1, Software Park, B-Layout, Madhapur, Hyderabad, India. CIN: 722002

Tel: 91 40 6667 2100 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office: Nariman Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

### **3. Working Hours**

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

### **4. Mobility**

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

### **5. Compensation Structure / Salary components**

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

### **6. Increments and Promotions**

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

### **7. Alternative Occupation / Employment**

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





## 8. Confidentiality Agreement

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

## 9. Work in SBWS mode

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

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

## 10. Service Agreement

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

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.



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

## 12. Terms and Conditions

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

## 13. TATA Code of Conduct

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

## 14. Notice Period

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

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

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

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

## 15. Retirement

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

## 16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum





qualification of MBBS to the Induction Coordinator.

#### 17. Employment of Non Indian Citizens

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

#### 18. Background Check

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

#### 19. Submission of Documents

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

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

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



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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





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

### 23. Compliance to all clauses

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

### 24. Data Privacy Clause:

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

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

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

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

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

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



**Withdrawal of Offer**

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

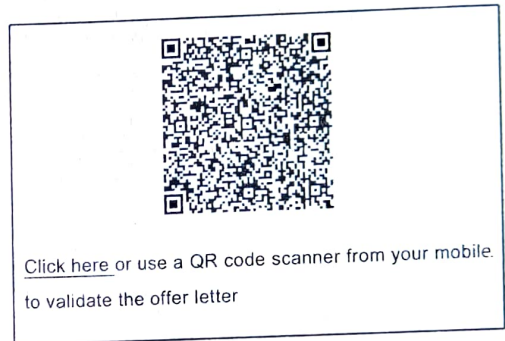
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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





## Annexure 2

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



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





**4. Prior knowledge**

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

**5. Use of third party material**

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

**6. Security policies and Guidelines.**

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

**7. Working in SBWS Framework:**

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

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

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

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



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

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

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

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

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

#### 8. **Restriction on Associate's Rights**

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

#### 9. **No License**

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





## 10. Equitable Rights

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

## 11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.





(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



**DATA  
SCIENCE  
LAB**

**Address**

19 , Kohinoor Corner,  
Bhau Patil Road,  
Pune-411020.

Date: 17-Mar-2022

Dear Harshal,

We appreciate the time you have invested in exploring opportunity at Data Science Lab. Based on the discussion we had, we are pleased to offer you position of "Associate Software Development Engineer in Test".

The position involves 3 months internship. After final assessment and confirmation, it will be converted to full time employment.

We will be offering you a stipend of Rs. 9,000 during 3 months internship period. After confirmation, you will receive Rs. 2,40,000 (2.4 Lacs) package for first year.

You need to work from Data Science Lab Pune office during first 15 months of engagement.

On acceptance of this offer, you will be given an appointment letter once the joining formalities are completed.

You are requested to submit the copies of: SSC, HSC, Graduation, Post-Graduation Certificate (whatever is applicable). Also submit copy of PAN Card and Aadhar Card. Please carry all original documents for verification during joining.

We are excited to have you as part of Data Science Lab family and look forward to a mutually beneficial association. As a token of your acceptance, please reply by e-mail your acceptance.

Your Sincerely,

For Data Science Lab Consulting Pvt. Ltd.

Javed Inamdar

Director



PiSyst India Pvt. Ltd.

We deal with IT well

OFFER LETTER

Date: 22-11-2021

Dear Vishal Vyas,

This Letter confirms you have been offered a position of Full Stack Java Developer Intern at PiSyst India Pvt. Ltd.

Your position will begin on **24-Nov-21** and end on **23-Feb-22**. During this period, you will report to **Mr. Mandar Sonawane, Head at Pune Office**. This is a Paid position for which you will receive a monthly Stipend of Rs.5,000/- and a commendable experience to work with the leading work force. As per the temporary assessment policy, you will be given an opportunity for learning and upskilling your technical skills @ PiSyst India Pvt. Ltd. with the company resources. Post completion of Temporary Assessment, Final Assessment will be done which will decide your employment with PiSyst India Pvt. Ltd.

In PiSyst India, a Leading Software Development and Training Providing Company growing rapidly since last 5 years of its establishment, you will perform the following duties from Monday to Saturday (8 AM to 6 PM). As a Full Stack Java Developer Intern, your job responsibilities will be: -

1. Designing user interactions on websites
2. Developing servers and databases for website functionality and coding for mobile platforms.
3. Working alongside graphic designers for web design features.
4. Seeing through a project from conception to finished product.
5. Complete other administrative tasks as needed

PiSyst India affirms that this position and duties to be performed are supplemental to our current staffing and will not replace or replicate an existing or vacant position.

For any questions, please contact us @9607418866 / [info@pi-sy.com](mailto:info@pi-sy.com)

PiSyst India Pvt. Ltd.,



Authorized Signature

Office No. 506, Nyati Eureka, near Columbia Asia Hospital, Thite Nagar, Kharadi, Pune, Maharashtra 411014.

[info@pi-sy.com](mailto:info@pi-sy.com)

(+91) 9607409966 / 9607418866

<https://www.pi-sy.com>





**SGMS INFOTECH LLP**

Office No.4, SN 26, ABC Junction,  
Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044  
Web : contact@sgmsinfotech.com  
E-Mail : www.sgmsinfotech.com  
Contact : +91 8275329929

Ref. No. : SGMS/2022/JI0146

Date : 05/ 01 / 2022

To,  
Annasaheb Magar Mahavidyalaya ,  
Hadapsar Pune-- 411028


**Subject:** Confirmation of the Project work and Accepting your Student as Project Interns.

Respected Sir/Madam,

It to bring your kind notice that **Miss. Aasawari Shirish Jagtap** has been short listed in our organization as a **Project Intern** on **Python** Technology for a period of **05 January 2022** To **30 June 2022**, within the period, intern is expected to **follow the** entire stipulated rule and regulation put forwarded by the Organization.

During the training process, the Project trainees are subjected to vital information, which is very crucial and personal to the organization. The secrecy of the information should be protected at every stage. The information provided by the trainee is consider to be the soul proprietary of the SGMS Infotech LLP, and if founded to be leaked under any circumstances, Project trainee is subjected to face the legal action taken by the legal cell of SGMS Infotech LLP.

If the trainee accepts the offer, within the specified legal guideline of SGMS Infotech LLP, Please attest the same with your initials along with the initials of the trainee and return the same in duplicate to organization at the time of him/her joining the project work. The trainee also should submit curriculum vitae with all necessary details for our official reference and attendance will be send to for the academic references.


SGMS Infotech LLP  
Director



# **MIND NERVES**

Technology Services Pvt Ltd.

Date: 05<sup>th</sup> January 2022

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Pandurang Darkunde**, student of MSc Computer Science from **Annasaheb Magar Mahavidyalaya, Hapadapsar, Pune - 411028** has been selected to undergo his internship with MindNerves Technology services Private Limited.

Internship Period – 05<sup>th</sup> January 2022 to 30<sup>th</sup> June 2022.

During his internship program, he will be working on the project in the financial domain related to market Data Feed. He will need to work on **Java – Springboot** technology during his internship program.

I look forward for a fruitful association and wish him best of luck for the same.

For MindNerves Technology Services Pvt Ltd

*Amit Goyal*



Amit Goyal

Director

2nd Floor, Nitron Classic, St Patrick Town Gate #4, Hadapsar Pune Maharashtra 411013

Tel no: +91 9881149984 +91 9028022291 +91 9822833235



Ideas to Impacts Digital Pvt Ltd | Mobile: +91 9890873623 | CTR: 02299091120707002792678

Date: 08 March 2022  
Ref: I2I/HR/2022-2023

To,  
Santoshi Hallale  
Pune

**Subject: Appointment on Retainership basis.**

Dear Santoshi ,

Further to our discussions, we are pleased to engage you with **Ideas to Impacts Digital Pvt. Ltd.** as **Trainee Data Annotator** on the terms and conditions given below.

**1 Nature of Assignment:**

- 1.1 You will be working on a retainership basis.
- 1.2 As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities during your employment with the Company may vary from time to time.

**2 Tenure & Fees:**

- 2.1 Your Retainership period starts on **08 March 2022**.
- 2.2 You will be paid **Rs.10000/- per month** as Professional Fees.
- 2.3 You are eligible for salary payout after successful completion of 7 days training from the date of joining.
- 2.4 The TDS will be applicable to you as per regulations.
- 2.5 The Retainership period will be till **31 March 2023** initially from the date of actual joining.
- 2.6 Your work location will be Pune or any other location as per the company requirements.
- 2.7 The tenure and terms will be reviewed for extension and revision at the close of the Retainership period with mutual discussion. Your performance during the period will be periodically assessed/appraised.

**3 Working Hours:**

- 3.1 Presently, the normal working hours of the Company are between 8.30 a.m. and 5.30 p.m., Monday to Friday. However, you are expected to contribute additional hours on weekday/holidays, in case of urgent business needs.





REGD. OFFICE: 5F, NO.29/4/2D/256/176/1/2/2/2, THE ECHO, IDEAS TO IMPACTS DIGITAL PVT. LTD., PALLEJEE FARMS, BEHIND VIJAY SAKIS, PUNE - 411045  
digital@ideastodigital.com

- 3.2 Other than Saturdays & Sundays you are not eligible for any other leaves during the first three months of service. In case due to some unforeseen circumstances, you are on leave during the first three months of service, the same would be treated as unpaid leave or LOP (Loss of pay).
- 3.3 The leaves applicable to you are earned leaves and that will be governed by standard I2I Leave Policy.

#### 4 Responsibilities:

- 4.1 Abide all rules, regulations, policies and procedures explained from time to time.
- 4.2 You must effectively diligently and to the best of your ability participate in trainings being imparted and complete the Exercises / Assignments/ Projects given to you by the trainers.
- 4.3 All the intellectual property developed by you during this period for Ideas to Impacts Digital Pvt. Ltd. will be the sole property of Ideas to Impacts Digital Pvt. Ltd.
- 4.4 Indemnifying Ideas to Impacts Digital Pvt. Ltd. against any unlawful activities: You also indemnify and hold Ideas to Impacts Digital Pvt. Ltd. from any and all claims, losses, damages that may be incurred on account of any act of omission or commission on part of me which violates the rules set in the Ideas to Impacts Digital Pvt. Ltd. Rule Book or any statutory laws as prevalent under the jurisdiction of Govt. of India.

#### 5 Separation Procedure:

- 5.1 In the extremely unlikely event of willful neglect of your duties, if you fail to perform or become incompetent in the performance of the duties as per the standards reasonably expected from you, breach of trust, indiscipline or any other dereliction of duties, that may be or deemed to be prejudicial to the interests of the Company, the Company may in its discretion, terminate your services forthwith without notice or with such notice as it deems fit.
- 5.2 If you wish to terminate the employment by resignation, you shall be required to give one month's notice in writing or payment of salary in lieu of notice.
- 5.3 If not communicated in writing by the management this Retainership Period automatically stands terminated at the close of the period mentioned above and no separate notice or amount in lieu of notice will be applicable.

Please confirm the acceptance of above-mentioned terms and conditions by signing the Acceptance letter enclosed below.

Sincerely,

For Ideas to Impacts Digital Pvt. Ltd.

ROHAN  
MAHADEV  
JADHAV

Digitally signed by  
ROHAN MAHADEV  
JADHAV  
Date: 2022.04.06  
11:57:44 +05'30'

Rohan Jadhav  
Chief Executive Officer

14<sup>th</sup> July 2021

Rohan Mhaske

Subject: Intent of Offer for Employment

Dear Rohan,

We are pleased to offer you an employment at the post of "System Analyst" in our Company –Aurus Tech Pvt. Ltd. (the "Company").

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes.

We offer you this employment on the following terms and conditions:

1. **Date of Joining:** 19<sup>th</sup> July 2021 or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure A at the time of joining.

On the day of joining, please come to the work location mentioned above at 10:30am. Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

2. **Trial/ Probation Period: (6Months)** At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory.
3. **Location:** You will be based in Nigdi. However, depending upon the company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
4. **Remuneration:** Your Annual Cost to Company shall be Rs 2,75,000/p.a subject to applicable statutory deductions. A detailed break up of your salary structure is provided in Annexure B.
5. **Working Hours and Leave:** The normal working days will be [five (5) days] a week. You may be required to work more than or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.

**Aurus, Inc, USA**

1 Edgewater Drive, Suite # 200, Norwood,  
MA 02062

Phone # (+1) 781 688 1575,

Fax # (+1) 508 507 3339

🌐 [www.aurusinc.com](http://www.aurusinc.com)

**Aurus Tech Pvt Ltd, India**

CIN - U72900PN2008PTC132194

Nigdi - Plot G-2, Sector 26, Pradhikaran, Pune, MH -411044

Phone # (+91) 20 27655062

Hinjewadi - Plot-29, MIDC IT/ ITES-SEZ, Rajiv Gandhi  
Infotech Park, Hinjewadi Phase 3, Pune 411057





Offer: Computer Consultancy  
Ref: TCSL/DT20218279740/Hyderabad  
Date: 26/11/2021

Mr. Swapnil Vaman Gaikwad  
1At Post Pargoan Memane Tal:- Purandar Dist:-Pune,  
Pune.  
Pune-412104.  
Maharashtra.  
Tel# 91-9373841380

Dear Swapnil Vaman Gaikwad,

**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 ₹1,90,926/- 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 ₹7,950/- per month.

TCS Confidential  
TCSL/DT20218279740

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 9111 Email: careers@tcs.com

*Gaikwad* 1



August 02, 2021

PRIVATE AND CONFIDENTIAL

Dear Saurabh Vishnu Thorat

APPOINTMENT LETTER

We are pleased to be appointing you a position as **Service Desk Level I** with CompuCom-CSI Systems India Private Limited (hereinafter "CompuCom" or "Company"). In addition to confirming the Appointment, this letter sets out the terms and conditions of your employment. It also outlines the current major features of CompuCom's compensation and benefits plans and practices.

**1. COMMENCEMENT OF EMPLOYMENT**

Your appointment is commencing from **August 02, 2021** and you will report to CompuCom, Pune HR Team.

Your appointment will be subject to a probation period of 90 days from the date of your joining. The company may terminate your services with or without notice or without assigning any reason therefor in the first 90 days of your service. In the event of you serving a notice of termination of employment by submitting a resignation letter, during the probationary period, you would be required to provide 30 days of Notice. At the end of your probation period, which is subject to a satisfactory performance, your confirmation status turns automatically to "Confirmed" and will not require any separate intimation / letter from CompuCom.

In the event of you serving the Company a notice of termination of employment by submitting a resignation, after the probation period, the applicable notice period will be 90 Days or total of all the components of fixed salary in lieu thereof as per salary annexure I. For details, please refer the "Termination" clause, point number 9 in this letter.

After such confirmation if your performance is found unsatisfactory or below the expected level in any periodical performance appraisal, then you will be placed under Performance Improvement Plan of the duration and shared and agreed format that may be decided by the superiors. During the period of PIP, you will be expected to make regular progress on the outlined plan and failure to meet or exceed the expectations, or any display of omission or inaction may result in immediate separation treating the period of PIP against your period of notice. In addition, if there is no significant improvement to indicate that the expectations and goals will be met within the timeline indicated in this PIP, you may be separated prior to completion of PIP and in such an event you may be entitled for encashment of rest of the notice period (30-days). The PIP does not alter the employment-at-will relationship. Additionally, the contents of the PIP shall remain confidential.

**2. COMPENSATION COMPONENTS**

Effective the date of your reporting for duties, you will be eligible for salary, allowances and other benefits as detailed in Annexure I to this Appointment Letter.

Your total compensation (CTC) will be INR 300000 per annum.

All associates are paid monthly. Your first monthly salary payment will be made to you at the end of the month of joining. This is applicable in case you join before the 19<sup>th</sup> of the month. In the event of you joining after the 19<sup>th</sup> you shall be paid with the next payroll on prorated basis as per date of joining and payroll cycle. You will receive your payments via bank transfer.

Salary reviews and re-fittings will always be subject to the schedules as may be implemented by the Company from time to time.

Please note that the salary structure of the Company may be altered/modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered or modified from time to time. Further, salary, allowances and all other payments or benefits will be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source. You are requested to note that

# Network Components Pvt. Ltd.



## OFFER LETTER

Date: 8<sup>th</sup> April 2022

Network Components Pvt. Ltd.  
4<sup>th</sup> Floor KPCS house,  
Bhusari colony, Paud road,  
Kothrud, Pune – 411038

Ms. Hole,

This is in reference to our discussion; we would like to offer you a position as 'Junior QA Engineer' with Network Components Pvt. Ltd. You will be working in the field of "Quality Assurance Department".

Your starting salary would be 2.2 LPA and the salary details are as per the enclosed Annexure. You will have to sign a bond for 2 Years with the Company from the day you join.

We would like your joining date to be 11<sup>th</sup> April 2022.

Please note that all the information, documents, technical know-how which are accessible to you should be kept strictly confidential and not to be disclosed to any outsider without our consent.

If you have any queries please feel free to revert.

Regards,  
Alisha Sahane  
HR Executive  
Network Components Pvt. Ltd.

# Network Components Pvt. Ltd.



## ANNEXURE

### SALARY BREAK UP WITH EFFECT FROM

11-04-2022

Name : Shweta Hole		Designation : Junior QA Engineer	
	Particulars	Monthly	Annually
(i)	Base Pay	15,000	1,80,000
(I)	Gross Salary	15,000	1,80,000
(II)	Performance Bonus		15,000
(III)	Provident Fund - Employer's Contribution	1,800	21,600
(A)	Cost To Company : (I)+(II)+(III)		2,16,600
	Benefits		
(i)	Gratuity		8,658
(B)	Total Benefits		8,658
	Total Earning opportunity : (A)+(B)		2,25,258



Name :	MAHESH NAGNATH MHETRE
Designation :	Representative, Operations
Comp Grade :	12

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 14,148	Rs. 169,777
	House Rent Allowance	Rs. 5,659	Rs. 67,911
	Employer's contribution to PF ***	Rs. 1,698	Rs. 20,373
	Statutory Bonus/Bonus****	Rs. 2,581	Rs. 30,972
	<b>Total Assured Gross</b>	<b>Rs. 24,086</b>	<b>Rs. 289,034</b>
02	Variable Earnings*****	Monthly	Annual
	Monthly Incentive	Rs. 3,500	Rs. 42,000
03	Gratuity***	Rs. 681	Rs. 8,166
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	<b>Cost to Company</b>	<b>Rs. 28,267</b>	<b>Rs. 339,200</b>

**\*\*\* Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when ammended)

**\*\*\*\* Statutory Bonus/ Bonus :**

This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.

**Additional Benefits :**

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Convergys India Services Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Convergys India Services Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Signature Not Verified

Digitally signed by DS Convergys India Services Private Limited 1  
Date: 2022.01.27 22:30:51 +05:30  
Reason: Concentrix Hiring  
Location: Pune



**Authorized Signatory**

Convergys India Services Private Limited

I agree to accept employment on the mentioned terms and conditions.

**Name: MAHESH NAGNATH MHETRE**

**Date [DD/MM/YY] :**

**Signature of Candidate :**

Private & Confidential

Date : 27/01/2022

MAHESH NAGNATH MHETRE

LANE NO 12 ,SANKET VIHAR

NEAR DHERE COMPANY PHURSUNGI,PUNE, MAHARASHTRA -411028

## APPOINTMENT LETTER

Dear MAHESH NAGNATH MHETRE,

Subsequent to the meetings between Convergys India Services Private Limited (hereinafter, 'Convergys'/ 'Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

### 1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Technical Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 31/01/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 28/01/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at mayank.verma11@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.3

Convergys India Services Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place  
New Delhi- 110001, India  
91 11 68137751

CIN: U74899DL2001PTC109274

info@concentrix.com · www.concentrix.com

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

## 2. Terms and Conditions:

### 2.1 Valid Passport:

#### (A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

#### (B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, In the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated;  
or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.3



2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

2.16 You fully understand, recognize and agree that the Company has the right to determine and manage the setting and location of your work assignment. You agree to report for work at locations and for accounts identified by the Company, which may change from time to time, and may be at Company's office, temporary office, and client's office

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.3



or in a Work-At-Home (WAH) setting. In a WAH setting, you fully understand and agree that you will be required to install the enhanced secure measure of the Company for WAH, which includes mandatory use of SecureCX, a monitoring software and technology that uses a combination of camera and facial recognition technology to ensure your compliance with security requirement while performing your work. You acknowledge that you are provided with sufficient materials and information on SecureCX. You understand and agree that the above security measures are the only available suitable measures currently available for the specified purposes. Your acceptance of this employment offer shall mean that you agree to i) use SecureCX when you are in WAH, ii) the processing by the Company of the data collected through SecureCX as specified in the materials given to you, and iii) execute the required consent specific for SecureCX. Your failure to undertake the foregoing shall mean a breach of this agreement and will result to the inapplicability of WAH set-up to you and you will be immediately required to work for another account and/or another location identified by the Company, without prejudice to any legal recourse available to the Company. Your failure or refusal to report for work at the location and/or account identified by the Company will be subject to company policies and may result to discontinuance or disciplinary action, including termination of your employment. Any unworked days will be considered unpaid.

2.17 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.18 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

### **3. Confidentiality**

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.3

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.
7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Convergys, please visit the website [www.concentrix.com](http://www.concentrix.com) The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS Convergys India Services Private Limited 1  
Date: 2022.01.27 22:30:49 +05:30  
Reason: Concentrix Hiring  
Location: Pune



**Authorized Signatory (Please Sign above)**

**I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 31/01/2022.**

**Candidate Name** : MAHESH NAGNATH MHETRE

**Candidate's Signature** : \_\_\_\_\_

**Date** : \_\_\_\_\_





**Anikaay**

**Pvt. Ltd.**

306, 3rd Floor, Kumar Primus,  
Hadapsar, Pune- 411013



Letter Reference ID: **ANKOF0422001**

This employment agreement is entered at Pune, on **13/04/2022**

By and Between:

**Anikaay Private Limited** having its registered office at 306, 3rd floor, Kumar Primus, Hadapsar, Pune - 411013, Maharashtra, India, hereinafter referred to as the Company which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

**Bhushan Sonawane** (Employee) born on **19/04/1998**, with address **Ashtaninayak Colony, Mahadev Nagar, Hadapsar, Manjari Road, Pune-412307**

The Company and the Employee are collectively referred to as the Parties and individually as the Party.

### **Appointment**

- The Employee shall commence employment with the Company on **4/4/2022** (Effective Date) in the position of **IT Lead**
- The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company
- The Company may require the Employee to undergo a medical examination from time to time and submit a medical report certifying the Employee's fitness in performing their duties and obligations under this Agreement.
- The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

### **Probation**

- The Employee will initially be on probation for a period of 6 months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to extend the period of probation at its sole discretion at any time during the probation period.





## Compensation and Benefits

- In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of ₹ **2,40,000** subject to deduction of tax at source. The gross annual salary breakdown is as follows:
  - **Basic Salary of INR ₹ 2,04,000**
  - **Meal Facility of INR ₹ 18,000**
  - **Travelling Allowance of INR ₹ 6,000**
  - **Health Insurance of INR ₹ 12,000**
- The Employee will be solely liable for their personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions
- The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on the basis of effective performance and Company results during the period.

## Leaves and Vacation

- The Employee shall be entitled to leave and holidays in accordance with the Company's policy. The Employee is entitled to have an additional holiday on their birthday, provided that their duties permit such a holiday.

## Expenses and Deductions

- The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of their duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company
- The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.







# Anikaay

Pvt. Ltd.

306, 3rd Floor, Kumar Primus,  
Hadapsar, Pune- 411013



Letter Reference ID: **ANKOF0422002**

This employment agreement is entered at Pune, on 13/04/2022

By and Between:

**Anikaay Private Limited** having its registered office at 306, 3rd floor, Kumar Primus, Hadapsar, Pune-411013, Maharashtra, India, hereinafter referred to as the Company which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

**MAYUR SONAR** (Employee) born on **06/01/1999**, with address **G-808, Auaa Majestique Phursungi, Pune**

The Company and the Employee are collectively referred to as the Parties and individually as the Party.

## Appointment

- The Employee shall commence employment with the Company on **06/04/2022** (Effective Date) in the position of Web Developer
- The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company
- The Company may require the Employee to undergo a medical examination from time to time and submit a medical report certifying the Employee's fitness in performing their duties and obligations under this Agreement.
- The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

## Probation

- The Employee will initially be on probation for a period of 6 months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to extend the period of probation at its sole discretion at any time during the probation period.



+91 737 8494 787



info@anikaay.com



www.anikaay.com



## Compensation and Benefits

- In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of ₹ **2,40,000** subject to deduction of tax at source. The gross annual salary breakdown is as follows:
  - **Basic Salary of INR ₹ 2,04,000**
  - **Meal Facility of INR ₹ 18,000**
  - **Travelling Facility of INR ₹ 6,000**
  - **Health Insurance of INR ₹ 12,000**
- The Employee will be solely liable for their personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions
- The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on the basis of effective performance and Company results during the period.

## Leaves and Vacation

- The Employee shall be entitled to leave and holidays in accordance with the Company's policy. The Employee is entitled to have an additional holiday on their birthday, provided that their duties permit such a holiday.

## Expenses and Deductions

- The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of their duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company
- The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.





**Anikaay**

Pvt. Ltd.

306, 3rd Floor, Kumar Primus,  
Hadapsar, Pune- 411013



Letter Reference ID: **ANKOF0422004**

This employment agreement is entered at Pune, on **13/04/2022**

By and Between:

**Anikaay Private Limited** having its registered office at 306, 3rd floor, Kumar Primus, Hadapsar, Pune- 411013, Maharashtra, India, hereinafter referred to as the Company which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

**Sanket Bondre** (Employee) born on **13/09/1997**, with address **F-606, Daffodils, Magarpatta City, Hadapsar, Pune - 411013**.

The Company and the Employee are collectively referred to as the Parties and individually as the Party.

### Appointment

- The Employee shall commence employment with the Company on **4/4/2022** (Effective Date) in the position of Web Developer
- The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company
- The Company may require the Employee to undergo a medical examination from time to time and submit a medical report certifying the Employee's fitness in performing their duties and obligations under this Agreement.
- The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

### Probation

- The Employee will initially be on probation for a period of 6 months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to extend the period of probation at its sole discretion at any time during the probation period.



## Compensation and Benefits

- In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of **₹ 2,40,000** subject to deduction of tax at source. The gross annual salary breakdown is as follows:
  - **Basic Salary of INR ₹ 2,04,000**
  - **Meal Facility of INR ₹ 18,000**
  - **Travelling Allowance of INR ₹ 6,000**
  - **Health Insurance of INR ₹ 12,000**
- The Employee will be solely liable for their personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions
- The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on the basis of effective performance and Company results during the period.

## Leaves and Vacation

- The Employee shall be entitled to leave and holidays in accordance with the Company's policy. The Employee is entitled to have an additional holiday on their birthday, provided that their duties permit such a holiday.

## Expenses and Deductions

- The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of their duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company
- The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.



27<sup>th</sup> September 2021

Mr. Aniruddh Maske

**Sub: Offer of Employment**

Dear Aniruddh,

We are pleased to offer you employment as " Android Developer " in our organisation with effect from 04<sup>th</sup> October 2021

You will be based in Pune and will be reporting to Mr. Vinayak Teli or any person appointed by him.

You shall be paid a monthly gross salary of Rs. 15,050/- (Govt. dues will be deducted as per law).

As discussed this offer is based on your commitment to stay with the company for a period of Two Years.

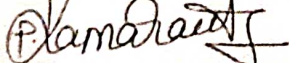
After joining you are required to submit the following documents, on receipt of which, the appointment letter with company terms and conditions will be issued to you.

- Birth Certificate
- Medical Certificate
- Qualification Certificates (10<sup>th</sup>, 12<sup>th</sup>, degree, PG)
- Last drawn salary certificate
- Your current employers relieving letter.
- Five Passport size photographs.
- Address proof (Passport copy, Ration Card, Driving License)
- Two reference addresses, of closely known relatives.
- Two references of close friends.
- Copy of PAN Card

Kindly confirm your acceptance of the above-mentioned offer within the next 7 days, failing which the offer will stand cancelled.

Thanking you,

Yours Sincerely,  
For DataVision Software Solutions Pvt. Ltd.

  
Kamalakanann Panneerselvam  
Director



**DataVision Software Solutions Pvt. Ltd.**

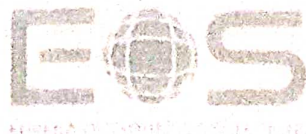
Regd. Office : Uchil Heights, Jagdish Nagar, Rajbhavan Road, Aundh, Pune : 411007. Tel.: +91-20-25690661 Fax : +91-20-25690684  
Website : [datavsn.com](http://datavsn.com) Email : [Info@datavsn.com](mailto:Info@datavsn.com) CIN - U92114MH1995PTC093960

Private & Confidential

Name	Mr. Aniruddh Maske
Employee No.	
Designation	Android Developer
Grade	C-1
<b>MONTHLY REMUNERATION</b>	<b>15050</b>
Basic	0
Spl. Allowance	15050
Total	15050
<b>MONTHLY GROSS</b>	<b>113</b>
ESIC 0.75% of monthly gross	14937
Monthly Payable	
	180600
<b>ANNUAL PACKAGE</b>	<b>1200</b>
Group Mediciclaim	8683
Retiral Gratuity	5870
Company ESIC 3.25 % of monthly Gross	
	196352
CTC	

Note - 1. Govt. dues will be deducted as per law.





Date: - 11/10/2021

AJAY AMAR SOMA(61118)  
ROOM NO 14,CHANDAN NAGAR,  
PUNE,PUNE,  
PUNE 411041

**LETTER OF APPOINTMENT**

Dear AJAY AMAR SOMA,

With reference to our Offer Letter we are pleased to appoint you as "BACK OFFICE EXECUTIVE" at Eureka Outsourcing Solutions Pvt Ltd. with effect from 20/09/2021 We believe that our success is largely dependent on the high performance, sincerity and involvement of our people. We consider our employees as our asset and firmly believe that every single employee has an important role to play for the achievement of organizational goals.

**This appointment is subject to the following terms and conditions:**

1. You shall be on Probation for **Six months** w.e.f. 20/09/2021 and the said period of probation shall be liable to be extended or dispensed at any time solely at the discretion of the management. Unless expressly confirmed in writing by the Company, your service shall always be deemed to be on Probation basis. However, during the term of Probation, any grant of an increment or performance pay would not mean that the company considers you suitable for being confirmed in the company's service.
2. In consideration of your service, you shall be paid salary as per and the detail annexed hereto in Annexure A. It shall be the sole discretion of the company to restructure the salary at its convenience and such restructuring shall not be challengeable. You will not be entitled to any other remuneration/ benefits/ amenities other than what is stated therein unless specifically authorized by a separate written order of the competent authority.
  - a) Your remaining on un-authorized absence or on leave without pay will not entitle you to the benefits mentioned in Annexure A, proportionately for that period.
  - b) All benefits will be subject to the Income Tax regulations, rules and the provisions of other laws as applicable from time to time.
  - c) Performance Pay (If applicable) will be paid as per performance pay policy after evaluation of your performance on meeting the expected parameter. No performance pay is payable unless you serve the company for a minimum of **six months** and you are in employment with the company in the month of payment. The performance pay will vary from zero to the amount of performance pay mentioned in the C.T.C.
3. Your employment in the Company is on account of the project given to us by the Client. Subject to other terms of your appointment, your employment lasts till the end of the project. During or at the expiry of the project, the Company will have the right to terminate your service with 15 days notice / compensation to this effect. However, you cannot terminate your employment, unless written active advance notice of 15 days during probation period and of 30 days on confirmation, is served on the Company, else you shall be liable to compensate the Company for the short period of notice by way of recovery of your proportionate salary for that period.
4. You will be governed by general rules of conduct, Company's policies, discipline, leave, holidays, hours of work and other issues that may be informed to you from time to time at the sole discretion of the management, and you shall abide by such service conditions which are in force or shall come into force at any time. Further, you shall work according to the orders, directions and instructions of your immediate superior and other officers of the company.

**Eureka Outsourcing Solutions Private Limited**

5th Floor, High Street Corporate Centre, Kapurbavadi Junction, Majiwada Thane (W) - 400607  
T: +91 22 25302400 F: +91 22 25302433 E: connect@eosglobe.com W: www.eosglobe.com  
CIN NO.: U74140MH2002PTC136070





5. Your employment is transferable at the sole discretion of company and you may be transferred to any other department, branch office, any other establishment anywhere in India or abroad or the case may be. It is not necessary to assign any reason for transfer.
6. The company shall be entitled to terminate your services at any time without any notice in the event of dishonesty, misappropriation, misconduct, absence from duty without permission or any other act considered detrimental to the interest of the Company, or on violation of one or more terms of this appointment. You will also be liable for legal action in a court of law including any action or recovery of damage/forfeiting your Salary for breach of the above conditions.
7. If you do not report to work for 2 consecutively days without intimation you will be treated as absconding. The HR department will send a termination email and digitally signed termination letter to your registered E-mail ID and the Full & Final payments will not be processed.  
No relieving letter will be issued if you fail to serve the notice period & give a proper handover.
8. Your employment is subject to your medical fitness certified by the company.
9. The documents informing the details mentioned in the joining kit pertaining to statutory obligations should be submitted to HR department within three days but not later than ensuing 25<sup>th</sup> of the month. Unless you submit these documents your salary will not be processed.
10. You will be eligible to join the Company's Staff Provident Fund as per Company's rules. Under the rules in force at present, you will contribute monthly @ 12% of your salary (Basic) and the Company will contribute a like amount, which will be appropriated partly towards the Employees' Pension Scheme, 1995.
11. If you have been a member of any Provident Fund prior to joining our service, the contribution to the Company's Staff Provident Fund will start from the date of your joining/appointment provided the accumulations standing to your credit in the Provident Fund of your ex-employer are transferable to the Company's Staff Provident Fund for credit to your account.
12. You will be eligible for Gratuity as per the Payment of Gratuity Act, 1972.
13. You shall devote yourself fully to the business of interest of the company and shall not take up any other assignments or work on part time or any other basis without express permission of the company.
14. All information declared by you has considered being true and accurate and in the event of any suppression of facts or falsification of information your services are liable to be terminated without any prior notice.
15. That your address given in the application of employment shall be treated for all correspondences and in the event of any change you are duty bound to furnish such changed address. All communication served upon such address shall be treated as the official address for communication.
16. You shall abide by the privacy and confidentiality of the information shared with you as also of such information that directly or indirectly comes in your possession and shall use your best endeavours to secure the said information. You shall always hold such confidential information in trust for and on behalf of the Company and shall not during the period of employment or thereafter use, disclose or divulge or make public any information pertaining to the Company, its associates and clients or to any other party, which in good faith and good conscience ought to be treated as confidential information including without limitation the technical know-how, trade secrets, accounts, customer or contact lists, transactions or any dealings which may come to your knowledge or is found out by you. You shall not permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by you or otherwise coming into your possession or control, without the prior written permission of the Company. Further, you shall automatically be bound by all the confidentiality agreement entered by the Company.
17. You shall not, during his employment with the Company and thereafter forever in his future assignments, either on its own account or for any other person, firm, company or entity whether directly or indirectly (i) encourage or try to encourage any Clients or suppliers of the Company to withdraw or reduce its business

**Eureka Outsourcing Solutions Private Limited**

5th Floor, High Street Corporate Centre, Kapurbavadi Junction, Majiwada Thane (W) - 400607  
T: +91 22 25302400 F: +91 22 25302433 E: connect@eosglobe.com W: www.eosglobe.com  
CIN NO.: U74140MH2002PTC136070





with the Company or (ii) solicit or try to solicit the business of any Client with a view to supplying that Client with services in competition with the Company or (iii) supply similar services to a Client if there is a maximum risk that this would interfere or attempt to interfere with the relations between the Company and any Client or (iv) Entice away or try to entice away from the Company any employee directly or indirectly employed by the Company. After termination of the Services with the Company, howsoever occurring, the employee shall not for a period of twelve months, solicit the Clients of the Company or join client without competent authority written approval from company or join same/similar process in new company or offer a job to any of the Company employees at the behest of his new / future employers, its Directors, Associates, Group Companies, subsidiary companies in a manner that adversely affects the Company and directly or indirectly benefits the employee and its new employers. Company shall be entitled to sue for all available civil and criminal relief in such an instance, including injunction and damages.

18. In any event upon termination of employment, you shall promptly return/turn over to the Company all documents, papers or other material in your possession or under your control which may contain or be derived from Confidential Information, together with all documents, equipments, assets, notes or other work product which is connected with or derived from your services to the Company.
19. For any breach on this count, your services shall be terminated immediately without notice and further liable to compensate the Company for any loss/damage or cost suffered by it or equivalent to the amount borne by the Company in compensating the loss of its Client. The Company will have rights over all your statutory and non-statutory dues at the time of termination to the extent you do not honor the rightful claim of the Company or the Clients of the Company. In addition of the money damages, Company or, where appropriate a client of the Company, may seek and obtain injunctive relief against the breach or threatened breach of the foregoing undertakings, in addition to any other legal remedies which may be available.
20. It is hereby agreed that, during the period of your service with the Company, if you conceive / achieves any invention, process improvement, operational improvement or other processes/ methods, likely to result in more efficient operation of any of the activities of the Company, or any other work having an intellectual proprietary rights in it, the Company shall without any extra consideration to you, always be entitled to use, utilise and exploit such improvement and you hereby forever relinquish and assign all your rights to the Company including for the purpose of seeking any patent rights in respect thereof or for any other purpose in any part of the universe. You hereby also agree to sign any document for above purpose and such binding will continue even after your separation as long as the document relates to work during the period of your employment.
21. You shall be governed under all statutory provision as applicable to you / establishment.

We welcome you to the organization and look forward to your enriching our human resource and through your dedicated performance, making the company/ group more strong and competitive. In reception, we assure you of a long, challenging, happy and rewarding career.

Yours faithfully,

**For Eureka Outsourcing Solutions Private Limited**

**Authorised Signatory  
Jayesh Shettigar  
AVP - Human Resource & Compliance**

NOTE: This is digitally signed document and does not require a physical signature. If no query is raised within 7 working days from the date of receipt of this document, then the same shall be deemed to be accepted by you.

12:40

VoLTE 4G 87%



# Infosys Campus Recruitment Program: Congratulations, you have a job offer



Inbox



Infosys Freshers... Yesterday  
to Infosys



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role.** The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys





# SERUM INSTITUTE OF INDIA PVT. LTD.

CYRUS POONAWALLA GROUP

Ref.: HR/OFFER/2021

29 December 2021

To  
**Mr. Rohan Sunil Shinde**  
Sai Heritage, Dhare Banglow,  
Manjari, Pune, Maharashtra 412207

Dear Mr. Shinde,  
Congratulations on your Offer! We welcome you to Serum Institute of India Pvt. Ltd. and wish you a long and meaningful career with us.

- 1. COMPENSATION & BENEFITS:** The detailed breakup of your Compensation and Other company benefits applicable to your grade is enclosed.
- 2. DESIGNATION:** You will be designated as **Trainee Assistant Officer-II**
- 3. LOCATION & DATE OF JOINING:** Your initial place of posting will be at **Hadapsar, Pune**. You will be required to join **06 January 2022**. If you do not join your duty on the said date, this Offer Letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing
- 4. MEDICALLY FIT:** Your employment will be subject to your being declared medically fit by company Medical Officer.
- 5. EDUCATIONAL QUALIFICATION:** Your offer is provisional & subject to your clearance of the final year/ degree without any backlog.
- 6. TRAINEE PERIOD:** You will be the trainee for a period of **Eighteen Months** from the date of your appointment. On completion of training period, your training is liable to be terminated. No separate letter of termination would be issued on completion of the training period and you would be relieved automatically.
- 7. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.

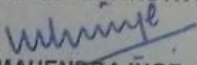
This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining. Please sign the duplicate copy of offer letter and return to us as a token of your acceptance of the offer.

**At the time of joining, you are requested to bring 2 attested copies along with you following documents with originals:**

- o Certificate of Qualifications, Date of Birth, Experience Certificate
- o Relieving Letter from the current employer
- o Six Passport size color photographs
- o PAN card & AADHAAR Card
- o Original Permanent Address Proof for Bank Account Purpose

We once again welcome you to Serum Institute of India Pvt Ltd. and wish you a long fulfilling career with us.

Yours truly,  
For **SERUM INSTITUTE OF INDIA PVT LTD.**

  
**MAHENDRA INGE**  
HEAD-HUMAN RESOURCES

Date: **01- NOV, 2021**

## **OFFER LETTER**

**Mr.Vineet singh,**

We are pleased to appoint you, the position of **IT Admin and Network Security** with **DEMAND CIRCLE** on the following terms and conditions:

**1. Commencement of employment:**

Your employment will be effective, as of **01- NOV, 2021**.

**2. Job title:**

Your designation with **DEMANDCIRCLE ITES LLP** will be **IT Admin and Network Security**

**3. Salary:**

Your salary and other benefits will be as set out in Annexure I, hereto.

**4. Place of posting:**

You will be posted at Pune, Maharashtra. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work:**

The normal working days are **5 days a week**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The working hours will be as per the process requirement and you are expected to work not less than **45** hours each week, and if necessary for additional hours depending on your responsibilities and business requirement.

**6. Leave/Holidays:**

- You are entitled to casual leave / privileged leaves of 24 days in a year.
- The Company shall notify a list of declared holidays in the beginning of each year.
- No paid leave in the probation period.

**7. Nature of duties:**

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out as per the business requirement and it may vary.

**8. Company property:**

Privacy Policy © 2019 by DemandCircle, All Rights Reserved

**Corporate Office:** One Gateway Center, ste. 2600, Newark, New Jersey 07102, United States

**Contact No.:** +1 (206) 809-0022 **Email:** info@demandcircle.com



You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

**9. Borrowing/accepting gifts:**

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

**Termination:**

- You may terminate your employment with the Company, without any cause, by giving no less than one month's prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company or business which also include absconded/terminated without any salary.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.
- Employee can be terminated by the management by any cause if found guilty by any misconduct, without salary.

**10. Confidential Information:**

- During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- At no time, will you remove any Confidential Information from the office without permission.
- Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

**11. Act of Indiscipline:**

- Disruption of, or improper interference with the academic, administrative, sporting, social or other activities of the Company, whether on Company premises or elsewhere
- Using abusive language and creating nuisance in the premises of this Company, disturbing the peace and independent rights of fellow Employees and senior members;
- Violent, indecent, disorderly, threatening or offensive behaviour or language and action likely to cause injury or impair safety on this premises;

- Fraud, deceit, deception, dishonesty or theft in relation to this Company or its staff, or in connection with holding any office in premises,
- Action likely to cause sexual or racial harassment of any employee, member of staff or other employee of this Company or any authorized visitor of this Company;
- Damage to, or defacement of, Company property caused intentionally or recklessly, or misappropriation of such property which includes , damaging library books, resources and furniture like cupboards / lockers / file cabinets / walls /doors/ windows/ white board / tables / equipment / chairs etc. by way of writing names/painting/scribbling etc.;
- Misuse or unauthorized use of the Company premises or items of property, including computer/instruments misuse;
- Being instrumental directly or indirectly for mass absenteeism or boycott of working hours resulting in vitiating the atmosphere of the Company; Threatening, physically preventing or using any other means from preventing the employees of the company.
- Consuming drugs, alcohol or any other activity in company premises which is construed as a societal offence at large.

**12. Notices :**

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

**13. Applicability of Company Policy :**

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

**14. Governing Law/Jurisdiction:**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of India , Maharashtra only.

**15. Terms & Conditions :**

- It is understood and agreed that the first ninety days of employment shall constitute a probationary period during which period the company may, in its absolute discretion , terminate your employment, for any reason without notice or cause without any payment.
- Salary cycle will be 1st -30th of every month.
- Incentive structures are subject to given/change time to time as per the business requirement from the company side and will be given every first day of the month subject to the completion of the target and achievement.
- Two days weekly off as per the business requirement.
- Any removable data storage device or hardware attachments for software operations cannot be taken in or out without written approval of the department in charge. A violation of this will be considered as an intention for piracy / theft.
- To operate machines and tools carefully and observe all safety regulations and see that no damage is caused to self, others or to the studio's property, machinery and equipment. In case it is found that they have caused any damage to the company's property they shall be required to reimburse or make good the damage caused. Any decision regarding the extent of their liability on such account shall be at the discretion of the company, which shall be final.

**16. Non-Disclosure Agreement:**



- I **MR.VINEET SINGH** understand that all information shared with you are STRICTLY CONFIDENTIAL and needs to be protected at all times. Which means, you will legally be under a **NON-DISCLOSURE DURING THE TERM PERIOD OF THIS ENGAGEMENT WITH DEMAND CIRCLE** and further for a period of 3 years after the completion and/or termination of this engagement.
- You will protect the information shared with you at all times, including but not limited to, client names, process names, process scripts and data, customer data information, process trainings, rebuttals and related trainings, and all process related information's.
- If in the event you misuse the provided information and engage in any illegal or unethical activity or are found guilty, strict legal action will be initiated by SVBT at your cost.
- You will thereafter not be entitled to any salaries or commissions and will be terminated with immediate effect in such case. Cost for all such legal actions will be borne by the **Mr.VINEET SINGH**.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.
- During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other Page 5 of 6 business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company

**Acceptance of our offer,**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Regards,  
**DEMAND CIRCLE**

Accepted By,  
**Mr.VINEET SINGH**

Human Resources Team  
**Saundarya Narwa**

**Annexure i - employee salary-**

<b>Ctc calculation</b>	<b>Per month</b>	<b>Per annum</b>
<b>Components in salary</b>		
<b>Basic salary</b>	<b>13,806</b>	<b>165,672</b>
<b>Hra</b>	<b>6,903</b>	<b>82,836</b>
<b>Conveyance allowances</b>	<b>3,776</b>	<b>45,312</b>
<b>Lta</b>	<b>1,380</b>	<b>16,560</b>
<b>Special all</b>	<b>4,106</b>	<b>49,272</b>
<b>Professional tax (pt)</b>	<b>200</b>	<b>2,400</b>
<b>Gross salary</b>	<b>29,972</b>	<b>359,664</b>
<b>Net salary</b>	<b>29,772</b>	<b>357,264</b>

Sincerely,  
**DEMAND CIRCLE ITES LLP**

Accepted By  
**MR.VINEET SINGH**



Human Resources Team  
**Saundarya Narwa**



March 21, 2022

HRD/1003883003/21-22

Ms. Madhuri Machindra Shinde  
S.No.151, Siddhi Building, Vijay Colony,  
Near Railway Gate, Manjari Bk, Hadapsar,  
Pune-412307  
India

Ph: +91-7888161546

Dear Madhuri,

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 **28-Mar-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.



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## TCS Offer Letter

1 message

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**TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>

Sun, 21 Nov, 2021 at 2:18 AM

Reply to: recruitment.entrylevel@tcs.com

To: rdas11833@gmail.com

Dear **Rimpa Das**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [ilp.support@tcs.com](mailto:ilp.support@tcs.com)

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====  
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you





Date: 15/06/2022


**EXPERIENCE LETTER**

This is to certify that, **Mr. Abhay Thorat, Employee Code- 200000026** was employed with us at our India office from **03/12/2021 to 13/06/2022** and his last confirmed designation with us was **Intern-Front-end Developer**. He has been officially relieved of his duties as an **Intern** from our organization as on **15/06/2022**.

This is a general-purpose letter provided for work verification/experience without accepting any liability on behalf of this letter or part of this letter to our company.

For any additional information related to his employment with us please do not hesitate to contact the undersigned.

Warm regards

DocuSigned by:  
  
7083808177CC426  
**Raghavendra Mamidipalli**  
**(Operations Head)**

**Email:** [raghav.mamidipalli@envisionard.com](mailto:raghav.mamidipalli@envisionard.com),  
[hr@envisionard.com](mailto:hr@envisionard.com)

EXPERIENCE CERTIFICATE

To Whomsoever It May Concern

This is to certify that Mr. Adesh Raut was employed with our company (Wyse Biometrics Systems Pvt. Ltd., Pune) from 09/02/2022 to 30/04/2022 as Stipendiary Trainee.

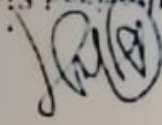
His major responsibilities included working on Clients support, solving customer queries, provide training to customers on time attendance management software products.

During this tenure his behavior was good. He has shown excellent attitude and approach towards his work, independently as well as a part of team.

We wish him all the best and success in future career endeavors.

For WYSE Biometrics Systems P. Ltd.

Authorized Signatory





Date: - 15<sup>th</sup> June 2022.

### Project Completion Certificate

This is to certify that Ms. Anuja Shankar Shinde, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar) has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the MSC-(CS).

Project name: - Civil Centro.

Technology- Java.

From- 20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources





**SGMS INFOTECH LLP**

**SGMS INFOTECH LLP**

**CIN: AA-8449**

**Email : contact@sgmsinfotech.com**

**Web : www.sgmsinfotech.com**

**Contact : +91 8275329929**

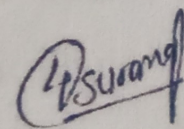
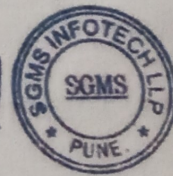
Ref. No. : SGMS/2022/JI0161\_1

Date : 11 / 06 / 2022

## INTERNSHIP COMPLETION LETTER

This is to certify that **Mr. Gaikwad Dhiraj Appa** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled "**Image based Search Engine using CNN**" in Python Technology with SGMS Infotech LLP Akurdi Pune as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of **05 January 2022 To 10 June 2022** to the completion of his project under the guidance of Mr. Ritesh R. Surange.

**SGMS Infotech LLP**  
Director

Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044



Feb 23, 2022

**Mr. Kishor Divekar,  
Annasaheb Magar Mahavidyalaya, Hadapsar.  
Pune-28.**

**Subject: Internship Offer Letter**

Dear **Kishor**,

We are pleased to permit you to carry out 6(Six) Month Internship Training in our Organization from 01<sup>st</sup> March, 2022 - 30<sup>st</sup> August, 2022 at AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE on the following terms & conditions:-

1. This permission is granted to you on purely temporary basis to fulfill your academic AND professional requirements only.
2. You will maintain highest level of Confidentiality/Discipline during your tenure of training with us.
3. You will not disclose/divulge any information related to our business dealings / documents to anyone.
4. You may please be notified that you will not be entered for entitled for any remuneration/benefits at par with our employee during the tenure of your training.

If these terms and conditions are acceptable to you, kindly sign a copy of this letter and return it to us as a token of your acceptance.

Yours Faithfully,



Authorized Signatory  
Director  
AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE.



I accept the above terms and conditions.

Mr. Kishor Ramdas Divekar,

## **AITECHNOLOGY SOLUTIONS PRIVATE LIMITED**

Sr. No. 12/1B/3, Behind Sangam Hardware, Nhavale Nagar, Handewadi, Pune, Maharashtra, India-412308.  
info@ai-techsolutions.com, Contact: +91 9175513663, +91 8767379361, +91 9881743192

CIN No: U74999PN2019PTC184611

www.ai-techsolutions.com

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Date : 15 / 06 / 2022

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## INTERNSHIP COMPLETION LETTER

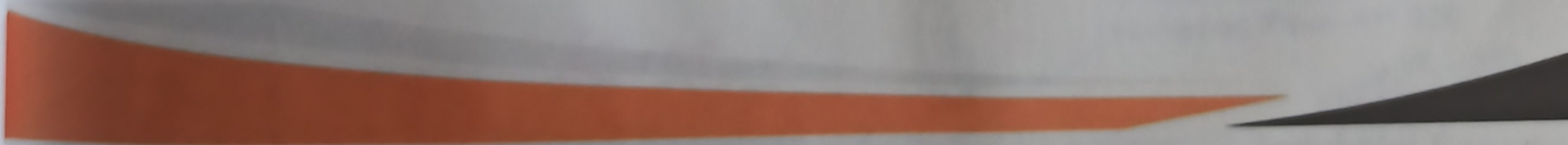
This is to certify that **Ms. Komal Kishor Rokade** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled " **DOCTOR FINDER AND APPOINTMENT BOOKING SYSTEM** " in Analyst with **Simplify Healthcare** as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of 04 February 2022 To 16 June 2022 to the completion of his project under the guidance of Mr. Vivek Singh(Tech.Lead).

SIMPLIFY HEALTHCARE  
Director

---

Address: 401/402, 4th Floor, Pentagon P-2, Magarpatta, Pune, Maharashtra 411013







## Project Completion Letter

Date:15/06/2022

### TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Suryawanshi Madhav Ashok student of the Second Year (SEM - IV) of Master Degree course in Computer Science of P.D.E.A'S ANNASAHEBH MAGAR MAHAVIDYALAYA HADAPSAR., Pune has been associated with us as a project trainee (Intern).

The project TASK MANAGER was carried out by him in partial fulfillment of the requirement for the award of the degree of Master of Computer Science from Savitribai Phule Pune University, Pune.

During his training period his Performance was found to be satisfactory.

*S. P. Patil*  
Project Manager / Mentor  
Sadhana IT Solutions Pvt. Ltd.  
Pune





**MIND NERVES**  
Technology Services Pvt Ltd.

Date: 04<sup>th</sup> June 2022

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Pandurang Darkunde**, student of MSc Computer Science from **Annasaheb Magar Mahavidyalaya, Hapadapsar, Pune - 411028** has completed his internship with MindNerves Technology services Private Limited.

Internship Period – 05<sup>th</sup> January 2022 to 04<sup>th</sup> June 2022.

During his internship program, he has worked on the project in the financial domain related to market Data Feed. He has worked on **Java – Springboot** technology during his internship program.

I wish him best of luck for the future.

For MindNerves Technology Services Pvt Ltd

*Amit Goyal*

**Amit Goyal**

**Director**

2nd Floor, Nitron Classic, St Patrick Town Gate #4, Hadapsar Pune Maharashtra 411013

Tel no: +91 9881149984 +91 9028022291 +91 9822833235





☎ S.No.: 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014

☎ 7888097288 / 7888067288

☐ [www.kdninfotech.com](http://www.kdninfotech.com)

## Internship letter

We would like to inform you that our student, Raskar Pooja Uttam M.sc-ll(comp sci). She is pursuing an Internship in Gas Management System Project in the Java domain. The duration would be 5 months. From 18<sup>th</sup> January 2022 to 28<sup>th</sup> May 2022


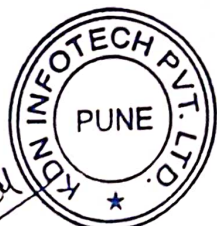
She has technical knowledge as well as doing practical's on a project in an organization.

We wish her all the best in future endeavors.

Thanks & regards,

KDN INFOTECH PVT LTD

Authorized signatory



⌘ S.No.: 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014  
☎ 7888097288 / 7888067288  
🌐 www.kdninfotech.com

## Internship letter

We would like to inform you that our student, Undre Pradnya Maruti MSC-II(computer science). She is pursuing an Internship in Pest Control Management System Project in the Java domain. The duration would be 5 months. From 18<sup>th</sup> January 2022 to 28<sup>th</sup> May 2022

She has technical knowledge as well as doing practical's on a project in an organization.

We wish her all the best in future endeavors.

Thanks & regards,  
KDN INFOTECH PVT LTD  
Authorized signatory





15 Jun 2021

Pramod Vasant Shinde  
Pingori, Tal-Purandar, Pune-412305.

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Pramod Vasant Shinde was employed with us from 10 Jan 2022 to 30 Jun 2022. At the time of leaving the company he was completed Internship in **Trainee Software Engineer**.

We thank you for your contribution to our organization and wish you success in your future endeavors.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Jaydeep Bobade', is written over a light blue rectangular background.

**JB TECHLAB**

**Jaydeep Bobade,**

**Director**



## CERTIFICATE

This is to certify that **MR. URSAL PRATIK RAMDAS** was Selected as Intern at Sovimal Software Solutions, Pune. He was working with Sovimal Software Solutions from **10 Dec 2021 to 06 June 2022**.

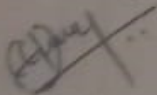
He has successfully completed this internship with us.

During his training, we found him a sincere, honest, diligent in his duties and responsibilities, dedicated employee/student with a professional attitude and very good job knowledge. He is amiable in nature and character is very good.

The company has no dues towards him.

We wish her all the best in her future endeavors.

Authorized Signatory



Mr. Nitin Bhaware,



**INTERNSHIP CERTIFICATE**

This is to certify that Miss. Pratiksha Ramchandra Shinde MSc-Computer Science Final Year Student of Annasaheb Magar Mahavidyalaya, Hadapsar, Pune – 411028 has been involved in our projects related to ICT infrastructure under guidance of IT team of Vanderlande Industries Private Limited.

She has undergone and performed good during her industrial training period in our company starting from 8 Nov 2021 to till date under guidance of Mr. Roshan Tarale. During this time, she was a part of ICT infrastructure department and related project work which was assigned to her.

We found her extremely inquisitive and hardworking in her work.

For Vanderlande Industries Private Limited.,



Signature

Signature

**Vanderlande Industries Private Limited**

5TH Floor, Tower 2, World Trade Centre, Kharadi, Pune – 411014 - Phone No.020-67124200  
Web Site: [www.vanderlande.com](http://www.vanderlande.com) ; email: [SSC.Judia@vanderlande.com](mailto:SSC.Judia@vanderlande.com); CIN No. - U72400PN2008PTC132732

Date:09/05/2022

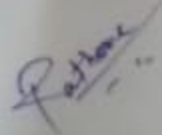
## INTERNSHIP COMPLETION LETTER

This is to certify that Miss.Vaishnavi Bhalchandra Shinkar Msc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya -411028 has done project work in our company under guidance of TATA Consultancy Services Limited.

She has undergone industrial training in our company from 20 Jan 2022 totill date under guidance of Mr. Sagar Banati. duringthistime, she was a part of KT phase and completed modules assigned to her.

- We found her hardworking and sincere in her work.

Place:pune.



Project

TATA Consultancy Se

## TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No.1, Software Units Layout, Madhapur, Hyderabad-500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 800 209 3111 Email: careers@tcs.com





Document No: SSPL/HR/BC/SNVY-2249


## Bonafide Certificate

Date: 16<sup>th</sup> June, 2022

This is to certify that **Mr. Vipul Sunil Yadav** is working as **Jr. Java Developer** at **Sarathi Softech Pvt. Ltd.** Pune, since 30th March 2022. He has been working on jBilling project as a developer.

This letter is issued at the employee's request for the purpose of submit documentation of Internship with Sarathi Softech.

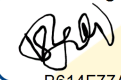
Yours faithfully,  
**For Sarathi Softech Pvt. Ltd.**

DocuSigned by:  
  
49F15ACC3F7E410...

16-06-2022

**Sachin Gundare.**  
**HR Manager**

Vipul Yadav

DocuSigned by:  
  
B614F77A3D744F1...  
16-06-2022



PiSyst India Pvt. Ltd.

*We deal with IT well*

### LETTER OF RECOMMENDATION

Dated : 31<sup>st</sup> May, 2022

**Mr. Vishal Vyas** worked as a **Full-Stack Developer Intern** for a duration of **6 Months (November 2021 to May 2022)** in our Office at **PiSyst India Pvt. Ltd.** During that time, Vishal had diverse responsibilities. He worked on **XLogists project**.

Vishal is bright, articulate and hard working. His enthusiasm for the job comes through in all he does. He has a positive attitude that makes him a pleasure to work with and is one of the reasons he was so well-liked by his co-workers.

I highly recommend Vishal Vyas for any job he is considering in the similar field. He would be an asset to any employer. If you have any further questions about him, please do not hesitate to contact me on (+91) 96074 09966/18866/28866.

Sincerely,



Ankita Kanchan,

Director

PiSyst India Pvt. Ltd.

Office No. 506, Nyati Eureka, near Columbia Asia Hospital, Thite Nagar, Kharadi, Pune, Maharashtra 411014.

<https://www.pisystindia.com>

✉ info@pi-sy.com

☎ (+91) 9607409966 / 9607418866

# Software Media

## Project Completion letter

TO WHOM SO EVER IT MAY CONCERN

01 Jun 2022

This is to certify that **Waghole Komal Laxman** is Working as an intern **Software Media**

Since 20 March 2022,

This certificate is issued to the intern for submitting in collage

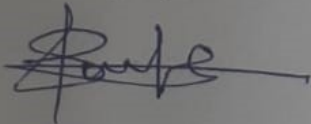
Please feel to contact us for any queries

Sincerely

For Software Media

**Prashant Deshmukh**

*Director Of Software Media*



**Software Media -**

Address :- Office No 401-402, 3<sup>rd</sup> Floor B.Wing Mega Center Building hadapsar Pune



Date : 15 / 06 / 2022

## INTERNSHIP COMPLETION LETTER

This is to certify that **Mr. Akshay Vinayak Raut** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled " **DOCTOR FINDER AND APPOINTMENT BOOKING SYSTEM** " in Analyst with **Simplify Healthcare** as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of 04 February 2022 To 16 June 2022 to the completion of his project under the guidance of Mr. Vivek Singh(Tech.Lead).

SIMPLIFY HEALTHCARE  
Director

Address: 401/402, 4th Floor, Pentagon P-2, Magarpatta, Pune, Maharashtra 411013

## Experience Letter

Dated: 15<sup>th</sup> June 2022

To,  
Miss Gauri Gaikwad

To Whomsoever It May  
Concern:

This is to certify that Miss Gauri Gaikwad is employed in our company Vertical Techsoft Pvt Ltd from 10<sup>th</sup> January 2022 to 15<sup>th</sup> June 2022 for Java Developer(Intern).  
He has requested this Experience certificate letter.

Miss Gauri Gaikwad was a great Employee in our company. We were very proud of him.  
For further inquiry and verification, feel free to contact our office.  
I have given all of our contact numbers and email ids so you can contact us in any way you are comfortable with.

Thank you very much.

Yours Sincerely,



**Vertical Techsoft Pvt Ltd.,**



**Rahul Tamhane**

**Director**  
Vertical Techsoft Private Limited





## NEBULA TECHNOLOGY

Ref: Nebula Technology/HRD/2022

Date: 16/06/2022

### Certificate Of Completion

To whom it may concern,

This is to certify that **Mr. Mahesh Sanjay Raut**, student of Second year M.Sci(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team'. He has completed project work on "**Krishna Enterprises Payroll ERP**" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

**Duration: 3<sup>rd</sup> March 2022 To upto till date.**

A handwritten signature in black ink, appearing to read "Raghunath B", written over a blue circular stamp.

**Mr. Raghunath Bade**

Managing Director/Project Guide.



### NEBULA TECHNOLOGY

Registered Office: CTS No 349, Flat No E-4, 3<sup>rd</sup> Floor, Above Dalaji Fish, opp. Durga Mata Mandir, Near Pand Phata Bus Stop,  
Shilavihar Colony, Pand Road, Kothrud, Pune-411038  
Website: [www.nebula-technology.com](http://www.nebula-technology.com)





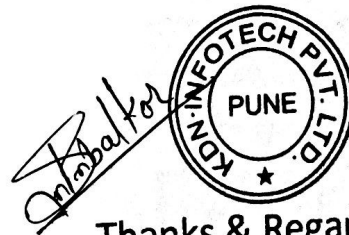
☎ S.No.: 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014  
☎ 7888097288 / 7888067288  
☐ [www.kdninfotech.com](http://www.kdninfotech.com)

## INTERNSHIP LETTER

We would like to inform you that our student, Adesh Kapil Kalane has completed an Internship in Python Domain at our institute. His training duration was 6 months from 10<sup>th</sup> Dec 21 to 6<sup>th</sup> Jun 22.

During this tenure, his performance was good as well completed practicals on a project in our institute. He was able to manage and complete the project successfully on time.

We wish him all the best in future endeavors.



Thanks & Regards  
KDN INFOTECH PVT LTD  
Authorized Signatory



☎ S.No. 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014  
☎ 7888097288 / 7888067288  
☐ [www.kdninfotech.com](http://www.kdninfotech.com)

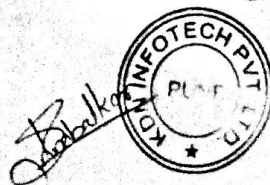
## Internship letter

We would like to inform you that our student, Kale Saloni Ramdas M.sc-ll(comp sci). She is pursuing an Internship in Gas Management System Project in the Java domain. The duration would be 5 months. From 18<sup>th</sup> January 2022 to 28<sup>th</sup> May 2022

She has technical knowledge as well as doing practical's on a project in an organization.

We wish her all the best in future endeavors.

Thanks & regards,  
KDN INFOTECH PVT LTD  
Authorized signatory





**KDN**

Dedicated To Excellence

**KDN Infotech Pvt. Ltd.**

☎ S.No.: 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014  
☎ 7888097288 / 7888067288  
☐ [www.kdninfotech.com](http://www.kdninfotech.com)

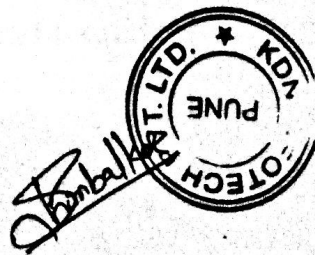
## Internship letter

We would like to inform you that our student, Kamthe Rutuja Suresh MSC-II(computer science). She is pursuing an Internship in Gas Management System Project in the Java domain. The duration would be 5 months. From 18<sup>th</sup> January 2022 to 28<sup>th</sup> May 2022

She has technical knowledge as well as doing practical's on a project in an organization.

We wish her all the best in future endeavors.

Thanks & regards,  
KDN INFOTECH PVT LTD  
Authorized signatory







Date: - 15<sup>th</sup> June 2022.

## Project Completion Certificate

This is to certify that Ms. Trupti Tanaji Lanjare, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar) has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the MSC-(CS).

Project name: - Online Shopping System (E-Commerce)

Technology- Java.

From- 20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources



Regd. Office: 1st Floor, Above Jijamata Bank, Near  
Domino's , Karvenagar, Pune-411 052, MH , India  
Email:hr@brainvisiontechnology.com  
Tel: +91 950 352 2733  
Website: <http://brainvisiontechnology.com>

## Offer Letter

REF NO- HRD/BH1590/2022

Date: 20 January 2022

Ms. Tanuja Anna Kale

Address: Adarsh Colony Kalepadal Hadapsar, Pune-411028, MH, India.

Dear Tanuja,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Engineer-L1** with **Brain Vision Technology Pune**. We take this opportunity to welcome you to **Brain Vision Technology Pune**. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**Date of joining:**

You have joined us on **20 January 2022**.

**Location/Transfer:**

The company may require you to work at other company locations and on customer's site, both inside or outside India.

Yours sincerely,

**FOR BRAIN VISION TECHNOLOGY PUNE.**



Human Resource Manager



Date: - 15<sup>th</sup> June 2022.

## Project Completion Certificate

This is to certify that **Ms. Sujata Babanrao Kodlinge, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar)** has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the **MSC-(CS)**.

Project name: - **Online Courier Service.**

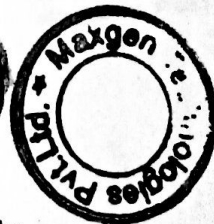
Technology- **Java.**

From- **20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.**

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources





## INTERNSHIP LETTER

Date: 10<sup>th</sup> June 2022

### TO WHOM-SO-EVER IT MAY CONCERN

This is to certify that **Ms. Prajakta Hase**, a student of **MSC (Computer Science)** second year from **Annasaheb Magar College**, has successfully completed **Four Months (From February 1<sup>st</sup>, 2022 to May 31<sup>st</sup>, 2022)** internship program as **Intern (Developer)** under the guidance of **Operations Head** at **Trigensoft Solutions Pvt. Ltd.**

During her internship program, she successfully completed the work of **PHP Developer** and completed projects under guidance.

During the period of her internship program with us, she was found **punctual, hardworking** and **inquisitive**.

We wish her every success in life.



---

HR Manager  
Trigensoft Solutions Pvt. Ltd.

Trigensoft Solutions (P) Ltd.

Office 202, 2<sup>nd</sup> Floor, Shiv-Sai Complex, Opp. DIMR College, Balewadi, Pune-411045, MH. Mob. - 9767343333

## Certificate Of Completion

To whom it may concern,

This is to certify that **Mr. Rohan Ashok Khalekar**, student of Second year M.Sc(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team', He has completed project work on "**Vishwaraj Enterprises Land Development ERP**" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

**Duration: 15<sup>th</sup> March 2022 To upto till date.**



**Mr. Raghunath Bade**

Managing Director/Project Guide.



**NEBULA TECHNOLOGY**

Registered Office: CTS No 349, Flat No.T-4, 3<sup>rd</sup> Floor, Above Balaji Fish, Opp. Durga Mata Mandir, Near Pata Bus Stop,  
Shilavihar Colony, Paud Road, Kothrud, Pune-411038  
Website: [www.nebula-technology.com](http://www.nebula-technology.com)

## Certificate Of Completion

to whom it may concern,

This is to certify that **Mr. Suraj Sanjay Jagtap**, student of Second year B.Sc(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team', He has completed project work on " **Vishwaraj Enterprises Land Development ERP**" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

**Duration: 15<sup>th</sup> March 2022 To upto till date.**



**Mr. Raghunath Bade**

Managing Director/Project Guide.



**NEBULA TECHNOLOGY**





# DATA SCIENCE LAB

## Address

19, Kohinoor  
Corner, Bhau  
Patil Road,  
Pune-411020.

Date: 17-Mar-2022

Dear Harshal,

We appreciate the time you have invested in exploring opportunity at Data Science Lab. Based on the discussion we had, we are pleased to offer you position of "Associate Software Development Engineer in Test".

The position involves 3 months internship. After final assessment and confirmation, it will be converted to full time employment.

We will be offering you a stipend of Rs. 9,000 during 3 months internship period. After confirmation, you will receive Rs. 2,40,000 (2.4 Lacs) package for first year.

You need to work from Data Science Lab Pune office during first 15 months of engagement.

On acceptance of this offer, you will be given an appointment letter once the joining formalities are completed.

You are requested to submit the copies of: SSC, HSC, Graduation, Post-Graduation Certificate (whatever is applicable). Also submit copy of PAN Card and Aadhar Card. Please carry all original documents for verification during joining.

We are excited to have you as part of Data Science Lab family and look forward to a mutually beneficial association. As a token of your acceptance, please reply by e-mail your acceptance.

Your Sincerely,

For Data Science Lab Consulting Pvt. Ltd.

Javed Inamdar

Director

<https://datasciencelab.in/>



# Winners IT Solutions

Dear **Mahesh Kudale,**

We would like to congratulate you on being selected for internship with **Winners IT Solutions**. Your 1st day of the work will be 15 January 2022. Please report to the development department at 10 AM with the appropriate documents.

We are very pleased that you have decided to join **Winners IT Solutions**. The project details and technical platform will be shared with you on or before commencement of training.

Thanking You.

For **Winners IT Solutions**.

Yours Sincerely,

**Raviraj Hargude**  
HR Manager,  
**Winners IT Solutions**



Address: Winners IT Solutions, A/P Kesnand, Taleranwadi, Pune 412207, Maharashtra, INDIA.

Tel: 8411850101 Email: [info@winnersitsolutions.com](mailto:info@winnersitsolutions.com)

Web: [www.winnersitsolutions.com](http://www.winnersitsolutions.com)



Ideas to Impacts Digital Pvt. Ltd  
17<sup>th</sup> June 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Santoshi Hallale, has completed the internship as Data Annotator - Semantic Segmentation at Ideas to Impacts Digital Pvt. Ltd., Pune from 8 March 2022 to 15 June 2022.

She displayed good skills and a self-motivated attitude for learning newer concepts quickly and participated in project delivery tasks such as quality review and managing the delivery deadlines. She was diligent intern and was a great addition to our team.

We take this opportunity to thank her and wish her all the best in future endeavors.

Best Regards,

**Rohan  
Jadhav**

Digitally signed  
by Rohan Jadhav  
Date: 2022.06.17  
14:23:13 +05'30'

**Rohan Jadhav**  
**Chief Executive Officer**  
(Ideas to Impacts Digital Pvt. Ltd.)







AURUS INC Pvt. Ltd.

To whom so ever it may concern

Date - 15/06/2022

Shivam Ghodke,  
System Analyst

This is certified that Mr. Shivam Papat Ghodke Student of master of computer science 4th semester of "Annasaheb Magar Mahavidyalay 411028" has done project work with our company on "Off Campus Pune" Under Guidance of AURUS INC Pvt. Ltd. Pune.

He has undergone industrial training in our company for period from 1st Nov, 2021 to Currently working during that time he developed software and maintained our client database and completed the software module assigned to him.

We found his hardworking and sincere in his work. We extend our best wishes further future professional growth.

Sincerely,

Shweta Murthy,  
VP Human Resources Solution,  
Plot G, 2, Sector No. 26, Pradhikaran, Nigdi, Pune, Maharashtra 411044  
Mob. No. 7775915068/ 9834979755



**SGMS INFOTECH LLP**

**SGMS INFOTECH LLP**

**CIN: AA-8449**

**Email : contact@sgmsinfotech.com**

**Web : www.sgmsinfotech.com**

**Contact : +91 8275329929**

**Ref. No. : SGMS/2022/JI0145\_1**

**Date : 16 / 06 / 2022**

## **INTERNSHIP COMPLETION LETTER**

This is to certify that **Miss. Sayali Sambhaji Jadhav** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully completed A Partial Project Titled “**Co-Operative Bank Application**” in Java Technology with SGMS Infotech LLP Akurdi Pune as a part of her 4<sup>th</sup> semester project.

She has done her project during the period of 05 January 2022 To 15 June 2022 to the completion of her project under the guidance of Mr. Ritesh R. Surange.


**SGMS Infotech LLP**  
**Director**

**Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044**

AURUS INC Pvt. Ltd.

To whom so ever it may concern

Date - 15/06/2022

Vishal Jagdale,  
System Analyst

This is certified that Mr. Vishal Bapurao Jagdale Student of master of computer science 4th semester of "Annasaheb Magar Mahavidyalay 411028" has done project work with our company on "Off Campus Pune" Under Guidance of AURUS INC Pvt. Ltd. Pune.

He has undergone industrial training in our company for period from 1st Nov, 2021 to Currently working during that time he developed software and maintained our client database and completed the software module assigned to him.

We found his hardworking and sincere in his work. We extend our best wishes further future professional growth.

Sincerely,

Shweta Murthy,  
VP Human Resources Solution,  
Plot G, 2, Sector No. 26, Pradhikaran, Nigdi, Pune, Maharashtra 411044  
Mob. No. 7775915068/ 9834979755





**SGMS INFOTECH LLP**

**SGMS INFOTECH LLP**  
CIN: AA-8449  
Email : contact@sgmsinfotech.com  
Web : www.sgmsinfotech.com  
Contact : +91 8275329929

Ref. No. : SGMS/2022/JI0146\_1

Date : 16 / 06 / 2022

## INTERNSHIP COMPLETION LETTER

This is to certify that **Miss. Aasawari Shirish Jagtap** MSc-Computer Science Final year student of **Annasaheb Magar Mahavidyalaya, Hadapsar Pune** has successfully completed A Partial Project Titled "**Vocal for Local**" in Python Technology with **SGMS Infotech LLP Akurdi Pune** as a part of her 4<sup>th</sup> semester project.

She has done her project during the period of 05 January 2022 To 15 June 2022 to the completion of her project under the guidance of **Mr. Ritesh R. Surange**.


**SGMS Infotech LLP**  
Director

Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044



**SGMS INFOTECH LLP**

**SGMS INFOTECH LLP**  
CIN: AA-8449  
Email : contact@sgmsinfotech.com  
Web : www.sgmsinfotech.com  
Contact : +91 8275329929



Ref. No. : SGMS/2022/JI0163\_1

Date : 16 / 06 / 2022

## **INTERNSHIP COMPLETION LETTER**

This is to certify that **Miss. Anjali Sanjay Jadhav** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully completed A Partial Project Titled "E-Nursery" in Java Technology with SGMS Infotech LLP Akurdi Pune as a part of her 4<sup>th</sup> semester project.

She has done her project during the period of 05 January 2022 To 15 June 2022 to the completion of her project under the guidance of Mr. Ritesh R. Surange.

**SGMS Infotech LLP**  
Director

Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044

## Internship Letter

Shubhada S Jadhav,  
Sasane wasti lane no 14,  
Mohammadwadi road,  
Hadapsar, Pune 411060

Internship code: 12001

We are pleased to offer you an internship at our company in the Development Department of Scriptika Solutions Pvt Ltd office. Your internship shall commence on 21/04/2022 and shall end on 21/07/2022.

The terms and conditions of your internship with the Company are set forth below:

Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.

You are eligible for a stipend of INR 5000/- Per month during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company. Please note, that absenteeism and Delayed or Late submission of the task assigned, shall be marked as Unsatisfactory performance and which may lead to a deduction in compensatory stipend benefits.

Your timings will be from 10 am to 6 pm, Monday to Friday. Please be sure to bring Academic records with you on your first day to complete your profile.

No personal laptops or Mobile phones should be used during office timings.

You are required to follow the company's policies, rules and regulation and accepting Scriptika's offer for internship you abide to the terms and conditions; that is agreed upon between Scriptika and its clients.

You are required to sign a confidentiality agreement with the company before you commence your internship.

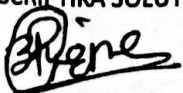
This internship cannot be construed as an employment or an offer of employment with Scriptika Solutions Pvt Ltd.

Please confirm your acceptance of the terms of this offer by 08/06/2022 failing which, we have the right to cancel the internship.

We have pleasure in welcoming you and look forward to the beginning of a long and successful career with us.

If you have any questions, please feel free to reach out to us.

For SCRIPTIKA SOLUTIONS PVT LTD.



Authorized signature

Read & accepted  
Intern signature



**INTERNSHIP LETTER**

To,  
Ms. Pooja Kshirsagar,

This is to certify that **Ms. Pooja Kshirsagar**, has completed her Internship Program from **Floating Minds infotech**, Pune, from 1<sup>st</sup> January, 2022 to 31<sup>st</sup> March, 2022. During the tenure of her winter internship, she worked up close on a live project under the assistance of our CTO and trainer.

During the internship, she worked on different modules of company project- "**Game Development**" and "**Web Development**". She demonstrated good knowledge of python coding, debugging, library modules, packages, functions, methods , datatypes and sequence, syntax, operators, loops and control loops statement, errors, object oriented concepts and constructor.

We found her extremely hard-working, ambitious and meticulous in carrying out her job duties satisfactorily. She was responsible for designing and developing software systems to cater diverse needs of the clients.

She has displayed good understanding and execution of programming languages and has a self-motivated attitude for learning new skills and taking constructive criticism. Apart from this, she showcased her analytical skills which helped us during the designing phase of our project, which lead us to figure out different constraints.

We wish her good luck for her future endeavors!

*Vishak Shitale*

Authorized Signatory  
Floating Minds Infotech  
(Extensile Pvt. Ltd.) Pune

Date - 27-05-2022

**COMPLETION LETTER  
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. Pratik Sunil Kolte is undergoing his industrial training on live project at Wemaximum Services Pvt Ltd. Pune in partial fulfilment of the final semester of MSC (Computer Science) course from Savitribai Phule Pune University.

Details of Project are as follows -

Project Titled : Business Process Control System (BPCS)

Project Duration : 1 Dec 2021 to 1 May 2022

Technology : AS 400, SQL, ODW

The project is being executed under guidance of Mr. Rajkumar Konde project guide. The management has viewed his performance continuously during the period of his training and found his performance satisfactory. The design and development of the system is as per our company standard.

The certificate has been issued on his own written request for the purpose of University examination and for security reason we are not providing source code.

We wish all the best in his future endeavour.

For Wemaximum Services Pvt Ltd.

  
Authorized Signatories



# NEBULA TECHNOLOGY

Ref: Nebula Technology/HRD/2022

Date: 16/06/2022

## Certificate Of Completion

To whom it may concern,

This is to certify that **Mr. Aditya Rajesh Shinde**, student of Second year M.Sc(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team', He has completed project work on " Mahalaxmi Bajaj Showroom ERP" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

Duration: 3<sup>rd</sup> March 2022 To upto till date.

**Mr. Raghunath Bade**

Managing Director/Project Guide.



## NEBULA TECHNOLOGY

Registered Office: CTS No 349, Flat No T-4, 3<sup>rd</sup> Floor, Above Balaji Fish, opp. Durga Mata Mandir, Near Paud Phata Bus Stop, Shilavihar Colony, Paud Road, Kothrud, Pune-411038  
Website: [www.nebula-technology.com](http://www.nebula-technology.com)



Ref: Nebula Technology/HRD/2022

Date: 16/06/2022

**Certificate Of Completion**

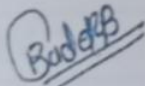
To whom it may concern,

This is to certify that **Mr. Ajinkya Rajendra Patil**, student of Second year M.Sc(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team', He has completed project work on "**Pearl Clean Dhobi-Ghat ERP**" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

Duration: 15<sup>th</sup> March 2022 To upto till date.

**Mr. Raghunath Bade**

Managing Director/Project Guide.

**NEBULA TECHNOLOGY**

Registered Office: CTS No 349, Flat No.T-4, 3<sup>rd</sup> Floor, Above Balaji Fish, opp. Durga Mata Mandir, Near Paud Phata Bus Stop, Shilavihar Colony, Paud Road, Kothrud, Pune-411038

Website: [www.nebula-technology.com](http://www.nebula-technology.com)



Date: - 15<sup>th</sup> June 2022.

## Project Completion Certificate

This is to certify that **Ms. Akanksha Balasaheb Shinde, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar)** has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the **MSC-(CS)**.

Project name: - **Pharmacy Management System.**

Technology- **Java.**

From- **20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.**

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources

## Internship Letter

**Ankita Memane,**

At Post SASWAD  
Taluka-Purandar,  
Dist. Pune 412301

**Internship code: 12006**

We are pleased to offer you an internship at our company in the Development Department of Scriptika Solutions Pvt Ltd office. Your internship shall commence on 02/05/2022 and shall end on 02/08/2022.

The terms and conditions of your internship with the Company are set forth below:

Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.

You are eligible for a stipend of INR 5000/- Per month during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company. Please note, absenteeism and Delayed or Late submission of task assigned, shall be mark as Unsatisfactory performance and which may lead to deduction in compensatory stipend benefits.

Your timings will be from 10 am to 6 pm, Monday to Friday. Please be sure to bring Academic records with you on your first day to complete your profile.

No personal laptops or Mobile phones should be used during office timings.

You are required to follow the company's policies, rules and regulation and accepting Scriptika's offer for internship you abide to the terms and conditions; that is agreed between Scriptika and its clients.

You are required to sign a confidentiality agreement with the company before you commence your internship.

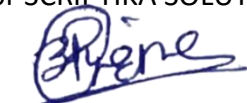
This internship cannot be construed as an employment or an offer of employment with Scriptika Solutions Pvt Ltd.

Please confirm your acceptance of the terms of this offer by 08/06/2022 failing which, we have the right to cancel the internship.

We have pleasure in welcoming you and look forward to the beginning of a long and successful career with us.

If you have any questions, please feel free to reach out to us.

For SCRIPTIKA SOLUTIONS PVT LTD.



Authorized signature

Read & accepted

Intern signature



# Completion Certificate By Company ( Company Letter Head)



**SGMS INFOTECH LLP**

SGMS INFOTECH LLP  
CIN: AA-8449  
Email : contact@sgmsinfotech.com  
Web : www.sgmsinfotech.com  
Contact : +91 8275329929

Ref. No. : SGMS/2022/J10147\_1

Date : 11 / 06 / 2022

This is to certify that Mr. Bankar Pratik Rajendra Msc-Computer Science Final year student of Annasaheb magar mahavidyalaya hadapsar, pune has successfully completed a partial project titled "Retailware" in VB.Net technology with SGMS INFOTECH LLP as a part of his 4th semester project.

He has done his project during the period of 05 December 2021 to 15 June 2022 other completion of his project under the guidance of Mr. Sandip A. Mhaske.

SGMS Infotech LLP  
Director





To certify that **Mrs. Zurange Chaitali Chandrakant** has completed his job duties and responsibilities during his period of internship at **Inflection Zone Lab Pvt. Ltd** in particular fulfillment of the final semester of **MSC(Computer Science)** course from Savitribai Phule Pune University.

During his course of the internship, he worked for our organization project. He has put his best efforts into completing the project and showing his best efforts. His performance was excellent with our expectations and he was able to complete the task assigned to him in time.

The Certificate has been issued on his own written request for the purpose of university examination & for security reason we are not providing Source Code.

We wish Chaitali success in all his future endeavours.

**Authorised Signature**

**Kiran Kharade**  
Director

**Inflection Zone Lab**  
**Private Limited**



# TechnoScripts

[An ISO 9001:2008 Certified Company]

Office No 86 To 89, 5th Floor, C - Wing, Shrinath Plaza, F C Road, Shivaji Nagar, Pune.  
Email: info@technoscripts.in Landline: 020-41217199 <http://www.technoscripts.in>

Ref No: TS/Jun-2022/964

Date: 16 June 2022

## Sub: Project Completion Letter

To,  
Respected Sir/ Madam,

This is to certify that "Mr. Ravikiran Ghadge" a student of your college PDEA's Annasaheb Magar College, Pune, has successfully completed internship project from 25th Jan 2022 to 15 June 2022 at technoscripts.

During the period of industry project with us, she was found punctual, hardworking and inquisitive. He was working under senior team member in Development Department.

We wish him every success in life.

TechnoScripts



Pallavi Dhawale :  
Manager – Admin & HR



## Internship Letter

**Krutanjali Kakde,**

Gat No-50 , Plot No-55,  
Pushpasmruti Bunglow ,  
Swapnapurti Park, Rahijnje Wasti ,  
Loni Kalbhor, Pune- 412201,  
Maharashtra

**Internship code: 12002**

We are pleased to offer you an internship at our company in the Development Department of Scriptika Solutions Pvt Ltd office. Your internship shall commence on 02/05/2022 and shall end on 02/08/2022.

The terms and conditions of your internship with the Company are set forth below:

Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.

You are eligible for a stipend of INR 5000/- Per month during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company. Please note, absenteeism and Delayed or Late submission of task assigned, shall be mark as Unsatisfactory performance and which may lead to deduction in compensatory stipend benefits.

Your timings will be from 10 am to 6 pm, Monday to Friday. Please be sure to bring Academic records with you on your first day to complete your profile.

No personal laptops or Mobile phones should be used during office timings.

You are required to follow the company's policies, rules and regulation and accepting Scriptika's offer for internship you abide to the terms and conditions; that is agreed between Scriptika and its clients.

You are required to sign a confidentiality agreement with the company before you commence your internship.

This internship cannot be construed as an employment or an offer of employment with Scriptika Solutions Pvt Ltd.

Please confirm your acceptance of the terms of this offer by 08/06/2022 failing which, we have the right to cancel the internship.

We have pleasure in welcoming you and look forward to the beginning of a long and successful career with us.

If you have any questions, please feel free to reach out to us.

For SCRIPTIKA SOLUTIONS PVT LTD.



Authorized signature

 +9120 7117 7070

 [info@scriptika.com](mailto:info@scriptika.com)

 EON IT Park, Gera's Imperium Alpha Building, Unit No-820, Kharadi-411014

Read & accepted

Intern signature

 [scriptika.com](http://scriptika.com)

## Certificate Of Completion

To whom it may concern,

This is to certify that **Mr. Rushikesh Ashok Navale**, student of Second year M.Sc(Computer Science) from **Annasaheb Magar College, Hadpsar, Pune** He has worked as an Intern Software Developer in this Organization. During his training in 'development team', He has completed project work on "**Mahalaxmi Bajaj Showroom ERP**" Application.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.

**Duration: 1<sup>st</sup> March 2022 To upto till date.**

**Mr. Raghunath Bade**

Managing Director/Project Guide.



**SGMS INFOTECH LLP**

**SGMS INFOTECH LLP**

**CIN: AA-8449**

**Email : [contact@sgmsinfotech.com](mailto:contact@sgmsinfotech.com)**

**Web : [www.sgmsinfotech.com](http://www.sgmsinfotech.com)**

**Contact : +91 8275329929**

**Ref. No. : SGMS/2022/JI0147\_1**

**Date : 11 / 06 / 2022**

## **INTERNSHIP COMPLETION LETTER**

This is to certify that **Mr. Nikhil Kalidas Pawar** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled "**Medical Chatbot**" in Java Technology with SGMS Infotech LLP Akurdi Pune as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of **05 January 2022 To 10 June 2022** to the completion of his project under the guidance of Mr. Ritesh R. Surange.

**SGMS INFOTECH LLP**


**SGMS Infotech LLP**  
**Director**

Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044



Date : 15 / 06 / 2022

## INTERNSHIP COMPLETION LETTER

This is to certify that **Ms. Nikita Ganesh Bendre** MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled " **DOCTOR FINDER AND APPOINTMENT BOOKING SYSTEM** " in Analyst with **Simplify Healthcare** as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of 04 February 2022 To 16 June 2022 to the completion of his project under the guidance of Mr. Vivek Singh(Tech.Lead).

SIMPLIFY HEALTHCARE  
Director

Address: 401/402, 4th Floor, Pentagon P-2, Magarpatta, Pune, Maharashtra 411013

Feb 23, 2022

**Mr. Prashant Patil,  
Annasaheb Magar Mahavidyalaya, Hadapsar.  
Pune-28.**

**Subject: Internship Offer Letter**

Dear **Prashant**,

We are pleased to permit you to carry out 6(Six) Month Internship Training in our Organization from 01<sup>st</sup> March, 2022 - 30<sup>st</sup> August, 2022 at AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE on the following terms & conditions:-

1. This permission is granted to you on purely temporary basis to fulfill your academic AND professional requirements only.
2. You will maintain highest level of Confidentiality/Discipline during your tenure of training with us.
3. You will not disclose/divulge any information related to our business dealings / documents to anyone.
4. You may please be notified that you will not be entered for entitled for any remuneration/benefits at par with our employee during the tenure of your training.

If these terms and conditions are acceptable to you, kindly sign a copy of this letter and return it to us as a token of your acceptance.

Yours Faithfully,



Authorized Signatory  
Director  
AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE.

I accept the above terms and conditions.

Mr. Prashant Rajendrabhai Patil,

---

**AITECHNOLOGY SOLUTIONS PRIVATE LIMITED**

Sr. No. 12/1B/3, Behind Sangam Hardware, Nhavale Nagar, Handewadi, Pune, Maharashtra, India-412308.

info@ai-techsolutions.com, Contact: +91 9175513663, +91 8767379361, +91 9881743192

CIN No: U74999PN2019PTC184611

www.ai-techsolutions.com

## Internship Letter

**Pravina Randive,**

At post Saswad,  
Taluka - Purandar,  
Pune 412301

**Internship code: 12003**

We are pleased to offer you an internship at our company in the Development Department of Scriptika Solutions Pvt Ltd office. Your internship shall commence on 02/05/2022 and shall end on 02/08/2022.

The terms and conditions of your internship with the Company are set forth below:

Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.

You are eligible for a stipend of INR 5000/- Per month during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company. Please note, absenteeism and Delayed or Late submission of task assigned, shall be mark as Unsatisfactory performance and which may lead to deduction in compensatory stipend benefits.

Your timings will be from 10 am to 6 pm, Monday to Friday. Please be sure to bring Academic records with you on your first day to complete your profile.

No personal laptops or Mobile phones should be used during office timings.

You are required to follow the company's policies, rules and regulation and accepting Scriptika's offer for internship you abide to the terms and conditions; that is agreed between Scriptika and its clients.

You are required to sign a confidentiality agreement with the company before you commence your internship.

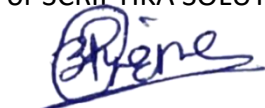
This internship cannot be construed as an employment or an offer of employment with Scriptika Solutions Pvt Ltd.

Please confirm your acceptance of the terms of this offer by 08/06/2022 failing which, we have the right to cancel the internship.

We have pleasure in welcoming you and look forward to the beginning of a long and successful career with us.

If you have any questions, please feel free to reach out to us.

For SCRIPTIKA SOLUTIONS PVT LTD.



Authorized signature

Read & accepted

Intern signature





---

AURUS INC Pvt. Ltd.

---

To whom so ever it may concern

Date - 15/06/2022

Rohan Mhaske,  
System Analyst

This is certified that Mr. Rohan Maruti Mhaske Student of master of computer science 4th semester of "Annasaheb Magar Mahavidyalay 11028" has done project work with our company on "Off Campus Pune" Under Guidance of AURUS INC Pvt. Ltd. Pune.

He has undergone industrial training in our company for period from 1st Nov, 2021 to Currently working during that time he developed software and maintained our client database and completed the software module assigned to him.

We found his hardworking and sincere in his work. We extend our best wishes further future professional growth.

Sincerely,

Shweta Murthy,  
VP Human Resources Solution,  
Plot G, 2, Sector No. 26, Pradhikaran, Nigdi, Pune, Maharashtra 411044  
Mob. No. 7775915068/ 9834979755

---



☎ S.No.: 38/4/1, Krushna Park,  
Shop 9, Kharadi Bypass Rd.,  
Nr Hotel Radisson,  
Kharadi, Pune - 411014  
☎ 7888097288 / 7888067288  
☐ www.kdninfotech.com

### Internship letter

We would like to inform you that our student, Pawar Rutika Dipak M.sc-II(comp sci) . she is pursuing an Internship in Pest Control Management System Project in the Java domain. The duration would be 5 months. From 18<sup>th</sup> January 2022 to 28<sup>th</sup> May 2022

She has technical knowledge as well as doing practical's on a project in an organization.

We wish her all the best in future endeavors.

Thanks & regards,  
KDN INFOTECH PVT LTD  
Authorized signatory





Date: - 15<sup>th</sup> June 2022.

## Project Completion Certificate

This is to certify that **Ms. Rupali Tanaji Sagare, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar)** has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the **MSC-(CS)**.

Project name: - **Travel & Tourism Management System.**

Technology- **Java.**

From- **20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.**

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources



Feb 23, 2022

**Mr. Shubham Chaudhari,  
Annasaheb Magar Mahavidyalaya, Hadapsar.  
Pune-28.**

**Subject: Internship Offer Letter**

Dear **Shubham**,

We are pleased to permit you to carry out 6(Six) Month Internship Training in our Organization from 01<sup>st</sup> March, 2022 - 30<sup>st</sup> August, 2022 at AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE on the following terms & conditions:-

1. This permission is granted to you on purely temporary basis to fulfill your academic AND professional requirements only.
2. You will maintain highest level of Confidentiality/Discipline during your tenure of training with us.
3. You will not disclose/divulge any information related to our business dealings / documents to anyone.
4. You may please be notified that you will not be entered for entitled for any remuneration/benefits at par with our employee during the tenure of your training.

If these terms and conditions are acceptable to you, kindly sign a copy of this letter and return it to us as a token of your acceptance.

Yours Faithfully,



Authorized Signatory  
Director  
AITECHNOLOGY SOLUTIONS PRIVATE LIMITED, PUNE.



I accept the above terms and conditions.

Mr. Shubham Bapuso Chaudhari,

---

**AITECHNOLOGY SOLUTIONS PRIVATE LIMITED**

Sr. No. 12/1B/3, Behind Sangam Hardware, Nhavale Nagar, Handewadi, Pune, Maharashtra, India-412308.

info@ai-techsolutions.com, Contact: +91 9175513663, +91 8767379361, +91 9881743192

CIN No: U74999PN2019PTC184611

www.ai-techsolutions.com

**NEETA TECH PVT LTD**

Date: 10 June 2022.

Sonali Anil Salvekar

MSc Computer Science,

Annasaheb Magar College,

Pune.

**Subject: Internship Completion Certificate for Miss. Sonali Anil Salvekar**

Dear Sir/Madam,

This is an Internship Completion Certificate for Miss. Sonali Anil Salvekar, MSc Computer Science, Annasaheb Magar College, Pune.

We state on record that Sonali Anil Salvekar has successfully completed an internship project in the role of Application Developer Intern at Neeta Tech Pvt Ltd, Pune. The internship start date was 10 Jan 2022 and end date was 10 June 2022 and location of this internship was the Neeta Tech Office in Pune city.

During this period of Internship, Sonali worked on Application (ex:-Online Vegetable sales app) which were in PHP Language and successfully met the objectives that were set at the beginning of the project. Sonali shows a lot of promise and skill in her work, and we wish her all the best in all her future endeavors.

Thanking you,

Yours Sincerely,

For Neeta Tech Pvt Ltd

Anand Achha

Director



**NEETA TECH, PUNE**  
**IT Software Development**

CCTER (OPC) PVT. LTD.



**S Square SoftTech Solution**

ISO 9001:2015 Certified

CIN. U74999PN2018OPC178212

## Internship Certificate

This is to confirm that Mr. Swapnil Vaman Gaikwad  
has successfully completed at CCTER'S (OPC) PVT. LTD.

*S Square Softtech Solution.*

01/11/2021 Started his training at the CCTER'S (OPC) PVT. LTD.  
*S Square Softtech Solution on 30/04/2022 and has successfully completed  
his 6 month Training in the listed technologies*

1. Web Development

2. Python

On behalf of the company we wish to record our sincere  
appreciation for his time rendered and would like to  
with him a success in his career.

Date : 05/05/2022



CEO

*S Square Softtech Solution*

Head Office : 16/17/18, Dinkar Complex, Near Saswad S.T. Stand, Saswad, Pune - 412 301.

Website : [www.ssquaresofftechsolution.com](http://www.ssquaresofftechsolution.com)

Email : [ssquaresofftechsolutionpune@gmail.com](mailto:ssquaresofftechsolutionpune@gmail.com)

Contact No. : +91 -9921611125



**May 10, 2022**

Name: Vedant Patange  
Address: B-404, Bajaj Heights, Behind Patanjali Store,  
Canal Road, Chhatrapati Chowk, Nanded  
Pin - 431605  
Phone: 7768864234  
Email: vspatange1@gmail.com

**Dear Mr. Patange**

We are pleased to inform you that you have been appointed as an **Intern** with REI Systems India Pvt. Ltd. (REI).

The duration of the Internship will be of 3 months/ 12 Weeks – **from May 23, 2022, to Aug 23, 2022.**

Upon completion of these 3 months, your internship will be completed depending upon your performance and successful execution of your responsibilities during the Internship period. This Internship will be unpaid.

We welcome you to the REI family and hope that your engagement with REI will offer you many opportunities for professional as well as personal growth.

For REI Systems India Pvt. Ltd.

Sincerely,



**Aastha Sharma**

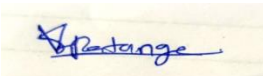
**Manager – HR**

**REI Systems India Pvt. Ltd.**

**Declaration:** I accept the offer and will report for duties on: 23-05-2022

**Employee Signature:**

**Date: 11-05-2022**



**Employee Name:**



SGMS INFOTECH LLP

SGMS INFOTECH LLP  
CIN: AA-8449  
Email : [contact@sgmsinfotech.com](mailto:contact@sgmsinfotech.com)  
Web : [www.sgmsinfotech.com](http://www.sgmsinfotech.com)  
Contact . +91 8275329929

Ref. No. : SGMS/2022/J10147 1

Date : 11 / 06 / 2022

## INTERNSHIP COMPLETION LETTER

This is to certify that Mr. Birajdar Virbhadra Ramesh MSc-Computer Science Final year student of Annasaheb Magar Mahavidyalaya, Hadapsar Pune has successfully Completed a Partial Project Titled " Medical Chatbot " in Java Technology with SGMS Infotech LLP Akurdi Pune as a part of his 4<sup>th</sup> semester project.

He has done his project during the period of 05 January 2022 To 10 June 2022 to the completion of his project under the guidance of Mr. Ritesh R. Surange.

SGMS Infotech LLP  
Director

Address: Office No.4, SN 26, ABC Junction, Front of Akurdi Railway Station,  
Nigadi Pradhikaran, Pune - 411044





**NEETA TECH PVT LTD**

Date: 10 June2022

Vrushali Ganesh Mahajan

MSc Computer Science,

Annasaheb MagarCollege,

Pune.

**Subject: Internship Completion Certificate for Miss. Vrushali Ganesh Mahajan**

Dear Sir/Madam,

This is an Internship Completion Certificate for Miss. Vrushali Ganesh Mahajan, MSc Computer Science, Annasaheb Magar College, Pune.

We state on record that Vrushali Ganesh Mahajan has successfully completed an internship project in the role of Application Developer Intern at Neeta Tech Pvt Ltd, Pune. The internship start date was 10Jan2022 and end date was 10 June2022 and location of this internship was the Neeta Tech Office in Pune city.

During this period of Internship, Vrushali worked on Application (ex:-Online Vegetable sales app) which were in PHP Language and successfully met the objectives that were set at the beginning of the project. Vruhsalishores a bot of promise and skill in herwork, and we wish her all the best in all her future endeavors.

Thanking you,

Yours Sincerely,

For Neeta Tech Pvt Ltd

Anand Achha

Director

  
**NEETA TECH, PUNE  
IT Software Development**



Date: - 15<sup>th</sup> June 2022.

### Project Completion Certificate

This is to certify that Ms. Snehal Anand Zende, MSC-(Computer Science) Student of Fourth Semester. (Annasaheb Magar College of Computer Science, Hadapsar) has completed his project work in our organization under the esteemed guidance & Technical support Sr. Developers toward the fulfillment of the MSC-(CS).

Project name: - Online Job Portal.

Technology- Java.

From- 20<sup>th</sup> January 2021 to 15<sup>th</sup> June 2022.

She has successfully completed her Internship. During the period she was sincere, hardworking & fully devoted to project.

We wish her all success for her future career.

For Maxgen Technology Pvt Ltd



Sadhana Kokate

Manager – Human Resources



## **Employee-Details 2021-22**

<b>Sr.No.</b>	<b>Employee Name</b>
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
4	Bhushan Sonawane
5	Gaurav Yeole
6	Gayatri Dhamadhare
7	Kiran Kadam
8	Kiran Shinde
9	Kuldeep Kashid
10	Mayur Sonar
11	Nagargoje Ashish
12	Omkar Dhere
13	Omkar Kulkarni
14	Omkar Mengade
15	Prakash Pawar
16	Rupali Ingale
17	Rutuja Dalvi
18	Sachin Mallabade
19	Sakshi Ingale
20	Sambhaji Shinde
21	Samiksha Salunkhe
22	Sanket Bondre
23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde



हरी उद्धव धीने माध्यमिक विद्यालय, फुलगाव



वेतन पत्रक क्रमांक : पी. एन. ए. / १८०

एस. एस. सी. बोर्ड इंडेक्स नं. : 11.05.

Email I D : hudhigschoolphulgaon@gmail.com

क्र.सं. एच.सु. / 220 / 2018-19.

दिनांक 2/5/20

मा शिक्षणाधिकारी माध्य,  
जि.प.पुणे.

विषय - शिक्षक मान्यतेबाबत

महोदय,

आमच्या विद्यालयात श्री जयताम आनंद तुळशीराम एम.ए.बी.एड. हे एस.सी. सर्वोत्तम शिक्क दि. १/७/२०१० पासून अर्धवेळ शिक्षण सेवक म्हणून कार्यरत आहेत. व त्यांना दि. ३०.४.२०१४ पर्यंत आणखी मान्यताही आहे त्यांना आमच्या जा.क. एच.सु./१३७/२०१४-१५ दि.१४/७/२०१४ जन्वद आणण्याकरीत अर्धवेळ शिक्षण सेवकाचा प्रस्ताव सादर केलेला होता. परंतु आपल्या जा.क. शिक्षण/माध्य/वेमा/शिबीर २०१४-१५ दि. १४/७/२०१४ च्या पराक्रमाने सन २०१४-१५ या शीर्षाची लष्कराचे निरिच्छती द्वारे वसाल्यान मान्यता मिळाली नाही आता सन २०१४-१५ च्या सर्वक संघ निरिच्छतीप्रमाणे सर्वेच शिक्षक पुन्हा एकदा असाव्याने त्यांना दि. १५/४/२०१४ पासून पूर्णवेळ शिक्षक म्हणून मान्यता मिळण्यासाठीचा प्रस्ताव सविनय सादर करित आहोत. स्विकृती होवून मंजरी मिळाली ही विनंती. कळवाव.

TRUE COPY

*[Signature]*  
Head Master.

आ. वि.

*[Signature]*

(श्री. मा. श्री. के.भार.)  
मुख्याध्यापक

एन. ग. एम. माध्यमिक विद्यालय  
फुलगाव, जि. पुणे, दि. ०२/०५/२०

Old  
2/8/2020

Head Master, Phulgaon



फुलगाव श्री विद्या प्रसारक मंडळाचे

# हरी उद्धव धोत्रे माध्यमिक विद्यालय, फुलगाव

पत्ता: हरी उद्धव धोत्रे, ४५२२११, पी. एच. ४५२२११, पुणे, ४१

वेतन पत्रक क्रमांक : पी. एन. ए. / १८०

एस. एस. सी. बोर्ड इंडेक्स नं. : 11.05.

Email I D : hudhigschoolphulgaon@gmail.com

दि. २२/०९/२०१८

दिनांक २/९/१८

मा. शिक्षणाधिकारी माध्य,  
जि.पुणे,

विषय - शिक्षक मान्यतेबाबत

महोदय,

आमच्या विद्यालयात श्री जयताम आनंद तुळशीराम एम.ए.बी.एड. हे एस.सी. सर्वोत्तम शिक्षक दि. १/७/२०१० पासून अर्धवेळ शिक्षण सेवक म्हणून कार्यरत आहेत. व त्यांना दि. ३०/४/२०१४ पर्यंत आणखी मान्यताही आहे. त्यांचा आताचा जा.क. एच.सु./१३७/२०१४-१५ दि.१४/७/२०१४ जन्मद आणखी अर्धवेळ शिक्षण सेवकाचा प्रस्ताव सादर केलेला होता. परंतु आपल्या जा.क. शिक्षण/माध्य/वेमा/शिबीर २०१४-१५ दि. १४/७/२०१४ च्या पराबस्ये सन २०१४-१५ या शीर्षाची संकलन निश्चिती द्वारे वसाल्यान मान्यता मिळाली नाही आता सन २०१४-१५ च्या संकलन निश्चितीप्रमाणे सर्वच शिक्षक पुन्हा एकदा अर्धवेळ असाव्याने त्यांना दि. १५/४/२०१४ पासून पूर्णवेळ शिक्षक म्हणून मान्यता मिळण्यासाठीचा प्रस्ताव सविनय सादर करित आहोत. स्विकृती होवून मंजरी मिळाली ही विनंती. कळवाव.

**TRUE COPY**

*[Signature]*

Head Master.

H. D. H. School, Phulgaon, Pune

आ. वि.

*[Signature]*

(श्री. मा. श्री. के. भा. र.)  
मुख्याध्यापक

एन. ग. एम. माध्यमिक विद्यालय  
फुलगाव, जि. पुणे, दि. ०२/०९/१८

Old  
2/8/2018



Ref No. 835

Date

## OFFER LETTER

Date: 15/07/2019

To,

**Mrs. Sonali Chandar Salve**

C/o D.K. Mahadik,

S.No. 36/3/1, Yashwant Nagar,

Near Sai Gadi Karkhana, Opp. Old Sai Baba Mandir,

Chandan Nagar, Kharadi, Pune – 411 014

Mobile No. 9405041127

**Subject : - Offer Letter .**

Dear Madam,

With reference to your application and subsequent to the interview conducted at our school, we are pleased to hand over this offer to you as an Hindi/ Marathi Teacher for Primary Section

If we find your service satisfactory, we will be providing an appointment letter on completion of two months from your date of joining 17/07/2019.

With Best Regards,

For NEW WISDOM INTERNATIONAL SCHOOL

DIRECTOR

SUJATA RANSING

*Salve*  
17/07/19





Shree Pragati Educational Society's  
**PUNE PUBLIC SCHOOL**

Kamalbaug, behind Shangrila Restaurant, Wagholi, Pune - 412207

Ref No: KK/App/22-23

Date: 01/06/2022

To,  
Mrs. Sajani Dave.

**Ref:- Appointment Letter**

With reference to the discussion you had with us, the management is pleased to appoint you as an a Primary Teacher on the following terms and conditions. Your date of joining shall be 01/06/2022 and this appointment is till 30/04/2023.

1. You will be paid a basic salary of 9000/- per month which is inclusive of all the benefits in line with the scheme applicable to this institution.
2. Your timing shall be 7:30 am to 2.30 pm, and this timing has to be strictly adhered to.
3. The School will be open 5 days a week, and you will follow the 'SPES's Pune Public school' academic calendar and holiday list unless informed .
4. You will be on probation for a period of 11 Months, extendable to two years from the date of joining the In situation. One completion of this period: you may be confirmed if your services are found satisfactory. Unless you receive a letter of confirmation, it must be understood that your probability period continues. If the Management is not satisfied with your work, conduct and loyalty your services will be liable for termination without notice at any time during or on completion of the probationary period. During your probationary period, should you desire to resign from service, It would be necessary for you to give one month's notice in writing to that effect, or refund of one month's salary in lieu of required notice. Please note that the notice should not coincide with the school vacations. Resignation will not be accepted in the middle of the academic year. You will be entitled to leave as per the rules laid down by the Management.
5. You will be working as teacher and will put your best effort in discharging the jobs assigned to you from time to time .The Institution will expect you to



" YASHWANT HO JAYWANT HO ! "

YASHWANT GROUP OF INSTITUTES

# ARYAA ENGLISH MEDIUM SCHOOLS

Pawar Vasti, Near Amanora Park, Hadapsar, Pune - 28.

Reg.No. Mah. 52/2011/Pune



Outward No

Date

Ref.No. : AEMS/2016-17.

Date: 09.06.2016

To  
Mrs. Ashwini Rahul Bakle  
Mahadev Nagar, Manjari Road,  
Manjari.

With reference to your interview dated 09.06.2016 for the post of Principal in Aryaa English Medium Schools, Hadapsar, Pune-412307, we are pleased to inform you that you have been selected by the selection committee appointed by Aryaa English Medium Schools for being appointed as Principal with effect from 10.06.2016 under the following terms & conditions :-

- Your selection is also subject to the approval by Aryaa English Medium School.
- She will be paid consolidated salary of Rs. 17,000/-
- Her services will be on purely temporary basis from the date of joining to
- She should submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last pay certificate, change of name certificate (if any), etc. Before joining your duties.
- She will be allowed to join the duties on producing of -
  - Four Passport size Photographs.
  - Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - Discharge Certificate from previous employer (if any)
- She will undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the school/institution.
- She is 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 duly signed by you.
- She will not conduct or engaged herself in any private tuition or private coaching classes.
- She will not engaged herself in any other paid full-time or otherwise, during the continuance of her service, without the permission of the competent authority/Management.
- Her services are transferable to any other School/Institutions run by the Management.
- Her services are liable to be terminated any time without assigning any reason therefore.
- If she is found absent continuously for more than thirty days without permission, her services will stand terminated automatically. If she is found guilty or violation of any terms and conditions mentioned above she will be liable for disciplinary action and punishment decided by the management as provided for in the status. During the period of her service she will not directly or indirectly do such things, which are subversive to the interests of the School/Institute/College/Students.



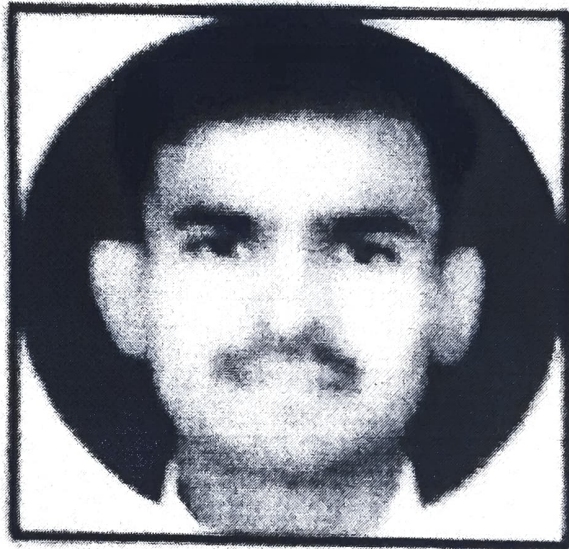


**PAMAC**

Banking on our Credentials

**IEC 27001:2013**

**CERTIFIED COMPANY**



**MANOJ PANDITRAO JADHAV**

**P70747**

**Jr. Executive**

*Authorized Signatory*





ITC

Making IT Your Competitive Advantage

An ISO 9001-2015 Company

# Adarsh Waghmare

Emp. ID : 032319

Joining Date : C2519

Blood Group : B+Ve

Issuing Authority

4<sup>th</sup> Floor, "Kapil Upavan Plaza", S. No. 662/1+2, 66

Near State Bank Nagar, Bibwewadi, Pune - 411 037

Tel. : 02024280667, [www.itcube.net](http://www.itcube.net)

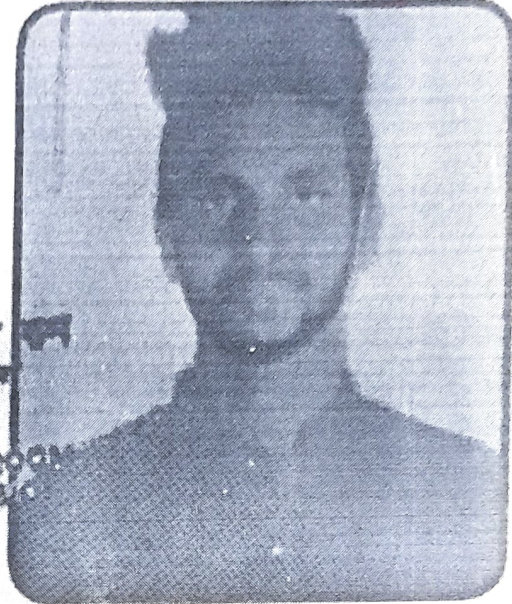




# GENIUS INFOTECH

Reg. Office:

1/1A, Biplabi Anukul Chandra Street,  
R. No.-16A, 1<sup>st</sup> Floor, Kolkata-700072.



डी.आय. रॉनिंग रूम  
मुंबई विभाग  
मध्य रेलवे  
T.I. RUNNING ROOM  
MUMBAI DIVISION  
G.R.

**UAN No.:**

**Name** : NAVNATH E. MANDOLE

**Date of Birth** : 19.04.1998

**Gender** : MALE

**Designation** : BEARER

**Location** : IGP-RUNNING ROOM

**Vaild Up To** : 3 August 2022

Authorized Signatory  
(TI/RR/CR)





LG



UJWALA BHANDARE

© Electronics India



# Commerce Dept.Placement 2021-22

PDEA'S

ANNASAHEB MAGAR MAHAVIDHYALAY,

HADAPSAR PUNE-28

DEPARTMENT OF COMMERCE & RESEARCH CENTRE

PLACEMENT 2020-21

## Placement

Sr. No	Name of student	Name of Employer	Position /id nub	Payment
1	Attar Jasmin Attar	Om Sai Automobles	FDW Operator	198000
2	Auti Sharvakumar	Elite infotec	Telecaller	96,000
3	Batale Nikhil Mahesh	V.B.Dhaygude & Co	Accounting Practitioner	157810
4	Chorghade Pratik	Mahajan & Bhapkar Chartant accountants	Accountant	72000
5	Chande Sapna Tulshiram	MMS & Comapany	Executive Accountant & Auditor	96,000
6	Chormare Ketan Uttam	Atharv Facility Management Service	PLC Operator	1,73,784
7	Dhadekar Prabhudha Subhash	Jagtap & Jagtap LLP	Audit Assistant	154271
8	Jamdade Amar Santosh	Shredatt Petroleum	Manager	214000
9	Gurav Pratiksha	Mahajan & Bhapkar	Accountant	72000
10	Kudale naresh Dinesh	CA.Pravin Bhujbal & Associates	Accountant Assistant	120000
11	Kalaskar Vaibhav Dipak	Skill Gauges & Services	employee	125400
12	Dorge suvrana	A. T. Meher & Associates	Assistant	72000
13	Pachangane Bhageshree bhujang	Auxilium Welfare Center	Receptionist	1,20,000
14	Pawar Jyoti babasaheb	Sai Supar Bazzar	sales girl	60,000
15	Patil Nandini Shivani	Gajanan Waikar & Co.	Asst. Accountant	1,40,000
16	Patil Shradda dhanraj	Mini Klub	Customer service associate	1,20,000
17	Sharma Madhuri	P. B. Saraf baramatikar	Cashier	1,32,000
18	Shewale Sandesh kanifnath	Shree sai Enterprises	Trainee	1,68,000
19	Shaikh Sufiyan	Yash enterprises	Channel Partner	2,40,000
20	Sapkal Dipali Mangesh	Dnyaneshwar Motor Driving school	Receptionist	1,08,000
21	Shirke Prajwal	Gajendra enterprices	telecaller	72000
22	walmikee Anjali Anand	WNS Global Services Pvt. Ltd.	Associate - Ops	286778
23	Zende Mayur Manohar	Quess	Junior Relationship Officer	210000
24	Mhaske Priya	Vaishnavi Associate	Supervisor	144000
25	Chorge Avishkar Vkas	Shri Swami Samarth Enterprces	Owner	2,50,000
26	Fand Vidhya	Hype	Jr.Recruiter	96000
27	Shelar Seeta Bansi	Sujit Bulbule And company	Jr.accountant	120000
28	Jagdale Nikita Dinesh	Innovative Smart Technologies	Telecaller	120000
29	Bunde Vashnavi R	Anand interiors Pune	Accountants	120000
30	Jagtap Pranali	Ideas To mpacts digital	Trainee Data Annotator	120000
31	Kukudala Priynka	conneqt	Customer Care Execluve	153500
32	Nandini	R.R.Dutte and co.	Accountant	72000
33	Lamdade Shital	Ideas To mpacts digital	Trainee Data Annotator	120000
34	Batale Nikhil	Shreee Associate Accounting	Accountant	
35	Suryawanshi poonam C	Quess	Junior Relationship Officer	188796
36	Sutar Shiddaram	Voltns Ltd	Accountant Opertor	125410

Mahindra  
Rise

**IDENTITY CARD**



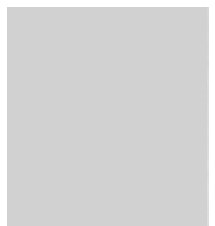
**JASMIN RAJU ATTAR**  
**FDW Operator**

Blood Group: A+

*N. Seetha*  
Managing Partner

**OM SAI AUTOMOBILES**





# V.B.Dhaygude & Co

(Tax Consultant & Certified Auditor)

Mo - 9975330010

## Üx er•ience Certificate

This is to certify that Mr. NIKHIL MAHESH BATALE,  
residing at.

Sr No 13 Satavwadi, Hadapsar Dist: Pune, 411 028. is working in  
Our firm as a Accounting Practitioner for the period of 01/07/2018  
to 31/12/2021

He found sincere, hard worker and honest.

This Certificate is issued on his personal request.

Place: - Pune

Date: - 01/01/2022



*Nikhil Mahesh Batale*

ADD - OFFICE NO - 2, 2<sup>ND</sup> FLOOR, TULSI DEVELOPERS, NARAYAN  
CHAMBER, BHEKRAINAGAR, FURSUNGI PUNE - 412 308.



**MAHAJAN & BHAPKAR**  
Chartered Accountants

- 301 & 302 Gandharv Capital,  
Bhosale Garden, Hadapsar, Pune - 411028  
Mob : +91 9552388596
- 101, Sankpal Apartment, 1206/2A,  
Apte Road, Shivaji Nagar, Pune - 411005  
Mob : +91 9503383940  
admin@mahajanbhapkar.com

To,  
Annasaheb Magar Mahavidyalay,  
Mahadev Nagar, Manjari,  
Pune - 412307.

From,  
Mahajan & Bhapkar Chartered Accountants  
Gandharv Capital, Hadapsar,  
Pune - 411028.

**Sub :- Reason for Non attendance for lectures.**

Dear Sir/ Ma'am,

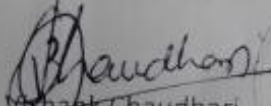
Pratik Chorghade is a working student and is persuaing for M.com in Annasaheb Magar Mahavidyalay.

He is at a post of Accountant in Mahajan and Bhapkar Chartered Accountants.

This is to inform you that Pratik Chorghade is working in our firm from 10 AM to 8 PM therefore he will not be able to attend college.

Thanking You

For Mahajan & Bhapkar  
Chartered Accountants

  
Vishank Chaudhari  
Partner



Membership No: 181603

Firm Registration No: 127403W

Date: 08/12/2021

Place: Pune



## Appointment Letter

Ref: M.M.S / Apt/ 2021

01<sup>st</sup>Feb, 2021

To,

Miss. sapna Tulshiram chande

Pune,

### SUB: Appointment Letter

Dear Miss, Sapna

This is with reference to your application and the subsequent interview, you had with us. We are pleased to appoint you as "Executive Accountant & Auditor" On the following terms & conditions:-

1. You shall join your duties on or before 11/02/2021 at our Head Office at Office no.2 Aaru Nagar Bhosale garden Hadapsar Road,Pune412028.
2. You will be paid Rs.8000/- Per month in hand as per attached annexure B

Our appointment will be governed by the annexure "A" appended herewith. We welcome you to this organization and trust we will have a long and mutually rewarding association.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We wish you all the very best in your career with us, and we are confident that you will continue to built on the good work you have started.

Yours Faithfully,

**For MMS & Company**

Authorized Signatory



**MANGESH M. SHENDE & Co.**  
Chartered Accountants

*Mangesh M. Shende*  
Mangesh M. Shende  
Partner  
(M. No. 118250)

Ref No Atharv /appt./2020/ 7

Date: - 30/04/2020

To,

Mr. /Mrs. KETAN UTTAM CHORMARE  
MAHATMA PHULE CHOUK ,MUNDHVA,  
PUNE .

OFFER LETTER

Dear . KETAN

**Congratulations!!**

On the behalf of ATHARV FACILITY MANAGEMENT SERVICES  
We are pleased to offer you the position of PLC OPERATOR based on your application and subsequent interview. Your Initial appointment shall commence from 02/05/2020 under following Terms & Conditions

1. You will be designated as "PLC OPERATOR," Position with effect from Joining Date.
2. You will be reporting on "02/05/2020"
3. You will be paid gross Rs.14482/- as discussed during interview.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on probation for a period of 1 month from the date of joining.

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

- a) Updated CV
- b) PAN Card, ADHAR Card, Residence Proof
- c) Original Academic Certificates with set of Xerox (all from 10<sup>th</sup> to Highest)
- d) Previous organization's Experience certificates (if any)
- e) Four passport size photographs (Recent)
- f) Bank Account Details

Kindly sign a copy of this letter as a token of your acceptance of this offer.

For ATHARV FACILITY MANAGEMENT SERVICES

HR & Admin



Regd. Office : Office No.6, 1st Floor,  
Sukhwani Chambers, Station Road,  
Pimpri, Pune 411 018  
Tel. No.: 8805780001.  
email : atharvfacility@yahoo.in  
atharvfacility@gmail.com



Date : 27/11/2021

To,

Annasaheb Magar College Hadapsar, Pune.

Respected Sir/Madam,

This is to inform you that **Mr. Prabudha Subhash Dhadekar** is working as an **Audit Assistant** since **22<sup>nd</sup> July, 2021** in our firm. Office timing of our Firm is **10.00 AM to 6.30 PM**.

As he is simultaneously pursuing **M.Com (I)** at your college, this letter is issued as per his request for submitting in the college.

For Jagtap and Jagtap LLP,  
Chartered Accountants,

*Avinash*



CA Avinash Pawar

(Partner)

M No.- 178199

Place: Pune





Bharat  
Petroleum

GST No.27CTPPP6192Q1ZE

**SHRIDATT PETROLEUM**

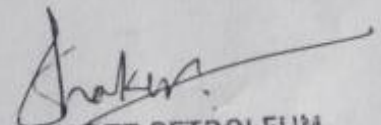
Dialer : Bharat Petroleum com.Ltd.

Kumbhephal Road, Paranda  
Tq. Paranda Dist. Osmanabad-413502  
Mo.7083919000

Date: 19/12/2021

प्रति,  
महोदय

कुमार अमर संतोष जमदोडे.  
वय वर्ष 25. हा मागील दोन वर्षा  
पाश्चात् श्री दत्त पेट्रोलियम परंडा  
येथे मॅनेजर या पदावर काम करत  
आहे. त्याचे काम उत्तम प्रकारे  
सुरू आहे.

  
SHRIDATT PETROLEUM  
C.C. No.194981



**MAHAJAN & BHAPKAR**  
Chartered Accountants

- 301 & 302 Gandharv Capital,  
Bhosale Garden, Hadapsar, Pune - 411001  
Mob : +91 9552388596
- 101, Sankpal Apartment, 1206/2A,  
Apte Road, Shivaji Nagar, Pune - 411004  
Mob : +91 9503383940  
admin@mahajanbhapkar.com

To,  
Annasaheb Magar Mahavidyalay,  
Manjari  
Pune - 412 307

From,  
Mahajan & Bhapkar Chartered Accountants  
Gandharv Capital, Hadapsar  
Pune - 411 028.

**Sub :- Reason for Non attendance for lectures.**

Dear Sir/ Ma'am,

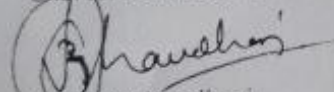
Pratiksha Gurav is a working student and is persuing for M.com in Annasaheb Magar Mahavidyalay.

She is at a post of Accountant in Mahajan and Bhapkar Chartered Accountants.

This is to inform you that Pratiksha Gurav is working in our firm from 10 AM to 7 PM therefore she will not be able to attend college.

Thanking You

For Mahajan & Bhapkar  
Chartered Accountants

  
Vishank Chaudhari  
Partner

Membership No: 181603

Firm Registration No: 127403W

Date: 08/12/2021

Place: Pune





# Pravin Bhujbal & Associates

## Chartered Accountants

Office - Flat No 21, A4 Wing, 2 nd Floor, Shree Ganesh Park No.2 Co-op. Housing Society Ltd.,  
Opp.Sadhana Bank, Sasanenagar, Hadapsar, Pune-28. Email- cabhujbalassociates@gmail.com Mob. 8668859192, 8432819192.

### Offer Letter

Date: - 12 Sep 2021

To,

Name: - Naresh Dinesh Kudale.

Address: - Sr. No. 42, Colony No 6 near Mahadev Temple, Kaleborate Nagar, Hadapsar Pune  
411028.

Respected Sir,

Subject: - Letter of offer for Employment.

We are pleased to offer you an appointment in our organization as Accounts Assistant effect from 12 Sep 2021. We extend this offer and the opportunity it represents with great confidence in your abilities. We are excited with the prospect of your joining our organization.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming leader. We assure you of our support for your professional development and growth.

Yours Truly,

For Pravin Bhujbal & Associates

Proprietor

CA Pravin Bhujbal & Associates





## SKILL GAUGES & SERVICES

Sr No-6 Vetawadi Bhapkar Mala Road Manjari Bk,  
Pune - 412307 Maharashtra

CELL NO-07757055241  
E-mail -skillgauges@gmail.com

Date:-12.01.2022

To,

Mr. VAIBHAV DEEPAK KALASKAR  
MANJARI- B.K, TAL-HAVELI  
DIST.PUNE.

R/Sir,

Mr. VAIBHAV DEEPAK KALASKAR has working with us. It is  
your information.

Thanking You,



For, SKILL GUGES AND SERVICE  
(Authorized Signature)

# Gajendra Enterprises

OFFER LETTER

Sr. No. 20771, Sai Sadan, A-Wing, Plot No. 2, Tukai Darshan, Phursungi, Pune 412 308.

GAJENDRA ENTERPRISES

Mob. 9922002424

Ref. No.

Office No 103, OM House, Magarpatta , Hadapsar

Date :

Dear Shivani Kadam ,

We are pleased to offer you the position of telecaller at GAJENDRA ENTERPRISES.

We fill confident that you will contribute your skill and experience towards the growth of our organization.

As per the discussion ,Your starting date will be on 24/11/2021 Please find the employee handbook enclosed herewith which contains the rules & regulations.

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

We look forward to welcoming you on board.

Sincerely,

For (GAJENDRA ENTERPRISES)

{Signing Authority}



## SKILL GAUGES & SERVICES

Sr No-6 Vetalwadi Bhapkar Mala Road Manjari Bk,  
Pune - 412307 Maharashtra

CELL NO-07757055241

E-mail -skillgauges@gmail.com

Date:-12.01.2022

To,  
Miss. PRADNYA BALASO KUNJIR  
KUNJIRWASTI MANJARI- B.K,  
TAL-HAVELI DIST.PUNE.

R/Sir,  
Miss. Pradnya Balaso Kunjir has working with us. It is your  
information.

Thanking You,

For, SKILL GUGES AND SERVICE  
(Authorized Signature)





Date : 27/11/2021

To,

Annasaheb Magar College Hadapsar, Pune.

Respected Sir/Madam,

This is to inform you that **Mr. Nale Manohar Ganpati** is working as an **Audit Assistant** since **22<sup>nd</sup> July, 2021** in our firm. Office timing of our Firm is **10.00 AM to 6.30 PM**.

As he is simultaneously pursuing **M.Com (I)** at your college, this letter is issued as per his request for submitting in the college.

For Jagtap and Jagtap LLP,

Chartered Accountants,



CA Avinash Pawar

(Partner)

M No.- 178199

Place: Pune





YIPL ID No : 12622565 U Code

YOGESH N. KHANDVE 18738

TML OPERATOR Male

Joining Date: Issued Date: Ex. date:

22-07-2021 24-08-2021 17-02-2022

Issued by: RAJASHRI M. 21-005

INSTRUCTOR LOUT 3

NOTHING

**A.T. Meher & Associates**

Chartered Accountants

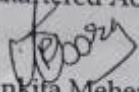
Anand Building, Pune - Solapur Highway, Yavat - 412 214  
Mobile: +91 94203 47350, Email: [ankitameher@gmail.com](mailto:ankitameher@gmail.com)  
Membership No. 140375, FRN: 132816W

**TO WHOM IT MAY CONCERN**

This is certify that certify that Suvrana Dorge residing at A/P: Yavat, Tal: Daund,  
Dist: Pune was employed by our firm, A. T. Meher & Associates, during the period  
starting from 15/08/2018 till the date.

Yours faithfully,

For A. T Meher & Associates.  
Chartered Accountants

  
Ankita Meher  
Proprietor.

Date: 05/12/2021

Place: Yavat, Pune





# AUXILIUM WELFARE CENTER

To,

Bhageshree Bhujang Pachangane

Address : Koregaon Park Pune Shahu Modak Udyan

Dear Bhageshree ,

We are pleased to offer you an appointment in our organization as Receptionist . You are requirement to join on 01/01/2021 You will be paid remuneration Gross Rs. 10,000 /-Per month from first day ay of your probation

Period as per Performance Basis

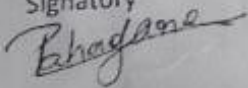
Employment as per this offer is subject to you being medically fit .

You are required to submit self -attested copies of KYC documents.

Please sign and return duplicate copy of this letter in token of your

Bhageshree Pachangane

Signatory



Office Add : koregaon park Darode Mala Lane No - G

Contact : 9823761227



# SAI SUPAR BAZZAR

Reg.2356

Uruli Kanchan, Tal.Haveli,Dist. Pune- 412202 Mob.No.8975241307

विनंती पत्र

Date. 9-12-2024

साई सुपर बजार व्यवस्थापक  
उरुळी कांचन पुणे,

मा. मुख्याध्यापकसे  
आळगासोईत भगवत महाविद्यालय  
पुणे. हडपसर

महोदय

कु. ज्योती बाबासाहेब पवार श. उरुळी कांचन  
ही विद्यार्थिनी दि. 2-2-2019 पासून आम्हाला विराणा  
बक्षार मध्ये शिल्प व मिलिंग डिपार्टमेंट ला कार्यरत  
आसून.

तीची आर्थिक परिस्थिती नसल्याने ती  
पार्ट टाइम काम करते. तरी. तीला कामच्यविळेनुसार  
College च्या वेळेत सवलत मिळावी.

साई सुपर बजार करिता

प्रोग्रायटर

अक्षय म. पाटील

साई बजार

## Gajanan Waikar & Co.

PLTO NO 13, SHREE SAMARTH, SADHANA SOCIETY, HADAPSAR PUNE 411028  
E-mail : [gajanan@waikars.com](mailto:gajanan@waikars.com) (Reg.No :- 12818) Contact No.:-9766305101

Date : 9th JAN 2020.

To,  
Miss- Nandini Shivaji Patil  
Sr no. 215 Ganganagar Phursungi  
Hadapsar Pune.412308

**Subject:** Appointment Letter.

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you in our company on the following terms and conditions:-

1. Your appointment would be effective from 12th JAN 2020
2. You are designated as "Asst. Accountant"
3. Your Salary will increase per annum subject to your & company performance.
4. Please return the copy of this letter duly signed, as a token of acceptance of the terms and conditions of your appointment.

**For Gajanan Waikar & Co.**

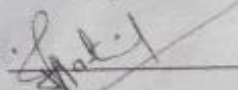
For M/s. Gajanan Waikar & Co

*G. Waikar*  
Proprietor

**Mr. Gajanan Keshav Waikar**

**Proprietor**

**Accepted:**

Signature: 

Name - Nandini Shivaji Patil





01<sup>st</sup> October 2020

To,  
The Store Manager,  
Lifestyle Sports Club Pune,  
Pune.

This is to certify that **Ms. Shraddha Dhanraj Patil** on the rolls of our company. The above employee is regular employee of our Company and has been deputed by us as " **Customer Service Associate** " for handling our sales counter at your Lifestyle situated at Pune for retailing of merchandise under 'Miniklub' brand owned by us. We hereby represent that we are holding requisite and valid approvals, permissions, consents, licenses and authorizations from the concerned statutory or other authorities under various legislative enactments and/or any Central, State, local, municipal acts, rules, regulations, notifications/circulars issued, including all labour enactments, as applicable with respect to aforesaid employees.

We undertake that we shall be fully responsible for payment of wages, and other statutory benefits to our employees deployed at your premises and comply with all statutory requirements as may be applicable from time to time including but not limited to Employees State Insurance Act 1948 (ESI), Employees Provident Fund Act, 1952 (PF), the Shops and Establishment Act, Payment of Bonus Act, 1965, Payment of Gratuity Act, 1972, Payment of Wages Act and Minimum Wages Act and such other statutory requirements under any legislation of the Central and State, local, municipal acts, rules, regulations, notifications and circulars, which may be in force and applicable to the employees. We undertake that all required statutory returns and submissions of documents to the concerned departments in respect of our employees shall be filed by us with the concerned departments within the statutory prescribed period in respect of all our employees deputed to your stores and we shall hand over a copy of the same to you for your records.

We further state that you shall have no responsibility/liability of any nature, in any manner to our employees including the responsibility for payment of compensation, disability benefits, and insurance or for withholding and responsibility/liability of any nature and all such payments, including payment of employment taxes, for our employees shall always remain with us. We undertake to ensure that though the above employees shall observe your guidelines relating to work, discipline, dress code, etc., while on duty, they shall remain under our control and supervision.

We undertake to indemnify Lifestyle from and against any losses, damages, fines, costs, expenses, actions and claims whatsoever arising due to non-compliance of any statutory provisions, for injury to your or third party's person and damage to property, etc., arising out of any claim or due to non-compliance or breach by us of our obligations, representations and undertakings mentioned in this letter.

Thanking you,  
Yours faithfully,  
For Miniklub Retail Pvt Ltd.,

Sanjay James  
DGM & Head - HRD

PF Code No.: PY/BOM/2330938/000  
ESI Code No.: 50000570530000199

**Miniklub Retail Private Limited.**

No 17L, 3<sup>rd</sup> Floor, 19<sup>th</sup> Main, 18<sup>th</sup> Cross, Sector 3, HSR Layout, Bengaluru - 560 102

CIN: U18209KA2021PTC145404 [www.miniklub.in](http://www.miniklub.in)

**P. B. SARAF BARAMATIKAR**

AT. P- BORIPARDHI OPP, BANK OF MAHARASHTRA-KEDGAON STATION, TAL-DAUND, DIST- PUNE 412203  
Maharashtra 02119-224656/09890885817 gmail:- [dineshlojage1976@gmail.com](mailto:dineshlojage1976@gmail.com)  
GSTIN :27ABAPL1546M1ZK

Date - 17/12/2021

Dear Madhuri Sharma,

As per your interview and further communication,  
P. B. SARAF BARANATIKAR is pleased to offer you the position Customer  
Relations Executive cum Cashier in our department at Kedgaon, Pune.

**Designation:** Customer Relations Executive  
**Location:** Kedgaon Station, Daund, Pune.

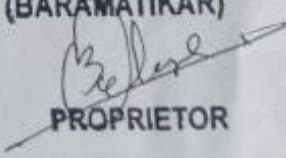
Please confirm your acceptance of our offer by signing a copy of this letter and  
returning to us along with terms and conditions of employment.

This offer is subject to a satisfactory reference check and verification of all the  
mandatory documents provided to you. In the event you provide any incorrect  
information or misrepresent any information or fail to disclose any material facts  
while applying for this position, it shall be deemed to be sufficient ground for P. B.  
Saraf Baramatikar to withdraw this offer with immediate effect or terminate your  
services summarily, as the case may be.

We look forward to your joining us and are confident that you will have exciting  
and enriching career with us.

Thanking you,

**For P. B. SARAF (BARAMATIKAR)**

  
**PROPRIETOR**





# Shree Sai Enterprises

## PHARMACEUTICAL & SURGICAL DISTRIBUTORS

Tel: (Off.) 26991155  
Mob: 9881091657 / 9011048122  
E-mail: dhasare@yahoo.com

Daulat Vihar, Flat No. 1, Pune Solapur Road,  
Opp. Nikamal Mangal Karyalaya,  
Hadapsar, Pune - 411 028

Ref. No. *SS E/1021*

Date *30/09/2018*

Subject: Appointment Letter

Dear Mr. Sandesh Kanifnath Shewale

We are pleased to inform you that you have been appointed for the role of Trainee Clerk. W.e.f 01/10/18 to until further, this is an official letter confirming your employment with Shree Sai Enterprises.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Congratulations and welcome to Shree Sai Enterprises

Sincerely,

For Shree Sai Enterprises  
*[Signature]*  
Proprietor



**biznis** ONLY  
AGENT ID  
A20100129

**TO WHOMSOEVER IT MAY CONCERN**



**SUFIYAN SHAIKH**  
Service Executive  
DoJ: 10-Apr-2021  
Blood Group: A+

M/s.YASH ENTERPRISES, being the Channel Partner of Vodafone Idea Limited, is engaged in the essential services of telecommunication.

The bearer of this letter is a representative of Yash Enterprises and is identified as one of the critical resources. He/she is engaged with essential services of telecommunication. His/her photo ID is affixed herewith for the purpose of identity.

**YASH ENTERPRISES**  
Office#315, Sterling Center,  
Camp, Pune-411001

He/she may be allowed unrestricted movement for the purpose of supply/service/maintenance essential telecom services.

**SUFIYAN\_JAMIR\_SHAIKH**  
**AAHDAAR NO: 236267607742**

This authorization is issued, strictly for a limited purpose of unrestricted movement to maintain, supply and restore Telecommunication Services of Vodafone Idea Limited during COVID-19 curfew/lockdown and other purposes. He is working with us throughout the year.

For any clarification please contact:

**Mr Zoheb Ahmed Sayed | Contact No. +91 9823007777**

For YASH ENTERPRISES  
Zoheb Ahmed Sayed  
( Proprietor )

Date: 01-May-2021

Supporting Document: Authorization Letter issued by Vodafone Idea Limited to Channel Partner

# DNYANESHWAR

MOTOR DRIVING SCHOOL



Date :- 16/10/2019

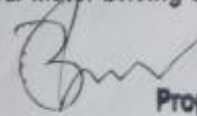
Dear,  
Dipali Mangesh Sakpal

After reviewing your resume and interviewing you on **April 08 2018**, I am impressed with your personality confidence, passion to work, energetic attitude and uptrend for progression in organization. I found you capable of handing complicated forms of business and corresponding on display of a company. In accordance with your past experience and skills, I see you a person appropriate as our receptionist, I offer you to join **DNYANESHWAR MOTOR DRIVING SCHOOL**, Malwadi, Hadpsar, Pune for **Receptionist** job, You are welcome to discuss with me any question.

Your earlier response will be highly appreciated.

Regards

For Dnyaneshwar Motor Driving School

  
Proprietor

**Add. : Sr. No. 209 Orient Park, Shop No. 3, Near By Datta Mandir, Hand Ball Stadium Chauk,  
DP Road, Malwadi, Hadpsar, Pune .411 028. Mob. No. : 9339525252 | 9689047008**



Ideas to Impacts Digital Pvt Ltd | Mobile: +91 8308099616 | CIN: U72900PN2020PTCT192J57

Date: 14 February 2022

Ref: I2I/HR/2022-2023

To,  
Shital Lamdade  
Pune

**Subject: Appointment on Retainership basis.**

Dear Shital,

Further to our discussions, we are pleased to engage you with **Ideas to Impacts Digital Pvt. Ltd.** as **Trainee Data Annotator** on the terms and conditions given below.

**1 Nature of Assignment:**

- 1.1 You will be working on a retainership basis.
- 1.2 As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities during your employment with the Company may vary from time to time.

**2 Tenure & Fees:**

- 2.1 Your Retainership period starts on **14 February 2022**.
- 2.2 You will be paid **Rs.10000/- per month** as Professional Fees.
- 2.3 You are eligible for salary payout after successful completion of 7 days training from the date of joining.
- 2.4 The TDS will be applicable to you as per regulations.
- 2.5 The Retainership period will be till **31 March 2023** initially from the date of actual joining.
- 2.6 Your work location will be Pune or any other location as per the company requirements.
- 2.7 The tenure and terms will be reviewed for extension and revision at the close of the Retainership period with mutual discussion. Your performance during the period will be periodically assessed/appraised.

**3 Working Hours:**

- 3.1 Presently, the normal working hours of the Company are between 8.30 a.m. and 5.30 p.m., Monday to Friday. However, you are expected to contribute additional hours on weekday/holidays, in case of urgent business needs.





Ideas to Impacts Digital Pvt Ltd | Mobile: +91 8308099616 | CIN: U72900PN2020PTC192657

Date: 14 February 2022

Ref: I2I/HR/2022-2023

To,  
Pranali Jagtap  
Pune

**Subject: Appointment on Retainership basis.**

Dear Pranali,

Further to our discussions, we are pleased to engage you with **Ideas to Impacts Digital Pvt. Ltd.** as **Trainee Data Annotator** on the terms and conditions given below.

**1 Nature of Assignment:**

- 1.1 You will be working on a retainership basis.
- 1.2 As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities during your employment with the Company may vary from time to time.

**2 Tenure & Fees:**

- 2.1 Your Retainership period starts on **14 February 2022**.
- 2.2 You will be paid **Rs.10000/- per month** as Professional Fees.
- 2.3 You are eligible for salary payout after successful completion of 7 days training from the date of joining.
- 2.4 The TDS will be applicable to you as per regulations.
- 2.5 The Retainership period will be till **31 March 2023** initially from the date of actual joining.
- 2.6 Your work location will be Pune or any other location as per the company requirements.
- 2.7 The tenure and terms will be reviewed for extension and revision at the close of the Retainership period with mutual discussion. Your performance during the period will be periodically assessed/appraised.

**3 Working Hours:**

- 3.1 Presently, the normal working hours of the Company are between 8.30 a.m. and 5.30 p.m., Monday to Friday. However, you are expected to contribute additional hours on weekday/holidays, in case or urgent business needs.

Date : 20-Sep-2021

Name : POONAM CHANDRAKANT SURYAWANSHI  
Address : D/O CHANDRAKANT SURYAWANSHI URULI KANCHAN PUNE MAHARASHTRA 412202  
Employee Code : AS525080

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RL & P CREDIT CARD ETB BRANCH** department on the following terms and conditions:

**1. Commencement / Term:**

You are required to join our organization on or before **22-Sep-21**. Your place of work shall presently be at **PCMC**.

You will be on orientation period of 6 (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	6174	74088
HRA	3087	37044
Bonus	1750	21000
Special Allowance	2204	26448
Mobile Allowance	500	6000
Employer Provident Fund	1275	15300
Employer ESIC	446	5352
Gratuity	297	3564
<b>CTC</b>	<b>15733</b>	<b>188796</b>

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.



# Shree Sai Enterprises

## PHARMACEUTICAL & SURGICAL DISTRIBUTORS

Tel : (Off.) 26991156  
Mob : 9881091657 / 9011048122  
E-mail : dhasare@yahoo.com

Deulat Vihar, Flat No.1, Pune-Solepur Road,  
Opp. Nilkamal Mangal Karyalaya,  
Hadapsar, Pune - 411 028.

Ref. No. *SS E/2024*

Date *30/09/2018*

Subject: Appointment Letter

Dear, Mr. Sandesh Kanifnath Shewale.

We are pleased to inform you that you have been appointed for the role of **Trainee Clerk**. W.e.f 01/10/18 to until further, this is an official letter confirming your employment with **Shree Sai Enterprises**.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Congratulations and welcome to **Shree Sai Enterprises**.

Sincerely,

For **Shree Sai Enterprises**

*[Signature]*  
Proprietor





- Name : Sufyan Shaikh
- Contact : 8788772292
- Address : Mundhwa Pune

**Office Address**

Office no: 311, 3rd floor, Sterling  
center  
opp. Hotel Aurora Tower  
MG Road Pune:411001

## OFFER LETTER

Date :

**GAJENDRA ENTERPRISES**

Office No 103, OM House, Magarpatta , Hadapsar

Dear Prajwal Shirke ,

We are pleased to offer you the position of telecaller at GAJENDRA ENTERPRISES.

We are confident that you will contribute your skill and experience towards the growth of our organization.

As per the discussion ,Your starting date will be on 01/11/2020 Please find the employee handbook enclosed herewith which contains the rules & regulations.

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

We look forward to welcoming you on board.

Sincerely,

For (**GAJENDRA ENTERPRISES**)

{Signing Authority}

18-Jul-2019

Anjali Anand Walmikee  
Prathama Bldg 104A SRPF Corner Ramtekd  
Pune  
Maharashtra 411013  
India

## Letter of Offer

Dear Anjali,

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 **Associate - Ops** in **WNS Global Services Pvt. Ltd.** based at our **Pune - Welkfield** office. The key components of your offer are as detailed below.

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

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

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

**Compensation:** Your Total Gross Pay will be **Indian Rupees 2,86,788 (Two Lakhs Eighty Six Thousand Seven Hundred Eighty Eight Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

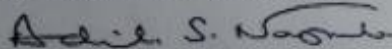
**Joining Date:** You are expected to join us by **18-Jul-2019**.

**Place of work:** Your initial place of work will be **Pune - Welkfield**. 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.

AUSTRALIA  
COSTA RICA  
INDIA  
THE PHILIPPINES  
ROMANIA  
SRI LANKA  
USA  
UK  
USA

For WNS Global Services Pvt. Ltd.

Accepted and Agreed



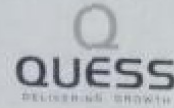
Adil S Nargolwala  
Corporate VP - HR  
Head - Talent Acquisition Group

Candidate's Name & Signature

*The contents of this letter are confidential and should be treated as such*



Date : 23-Dec-2020



Name : MAYUR MANOHAR ZENDE

Address : TAMBE WASTI, URALI KANCHAN, PUNE-412202

Employee Code : AS475614

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RL & P CREDIT CARD ETB AFFLUENT** department on the following terms and conditions:

**1. Commencement / Term:**

You are required to join our organization on or before **28-Dec-20**. Your place of work shall presently be at **RASTA PETH**

You will be on orientation period of 6 (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

•Me o.? casè:tò'càse bas\*s by you Reporting au'ihorii'y;

**2. Remuneration :**

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	7000	84000
HRA	3500	42000
Telephone Allowance	400	4800
Special Allowance	3648	43776
Local Conveyance	1000	12000
Employer Provident Fund	1446	17352
Employer ESIC	506	6072
<b>CTC</b>	<b>17500</b>	<b>210000</b>

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.






महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २  
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	107439852103			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2131000315530468			
Division / विभाग	Pune			
District / जिल्हा:	Pune			
Office Name	Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bunglow No.5, Mumbai - Pune Road, Shivaji Nagar, Pune-411005			
Name of the establishment / आस्थापनेचे नाव	SHRI SWAMI SAMARTH ENTERPRISES श्री स्वामी समर्थ इंटरप्रायझेस			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / ( आस्थापनेचा पत्ता )	SURVEY NO 16, GONDHALE NAGAR, SAVITRIBAI PHULE CHOWK, HADAPSAR, , HAVELI, PUNE, 411028		सर्वे नं 16, गोंधळे नगर, सावित्रीबाई फुले चौक, हडपसर, हवेली, पुणे, 411028	
Mobile / भ्रमणधनी क्र.	9859609292			
Email-id / ई - मेल आय डी	avishkarchorge92@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	09/10/2020			
Nature of Business / व्यवसायाचे स्वरूप	ALL TYPES OF FURNITURE WORK AND RAW MATERIAL SUPPLIERS IN WHOLESALE RATE		ऑल टाइप्स ऑफ फर्निचर वर्क अँड मटेरिअल सप्लायर्स इन होल्सेल रेट	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	1	0	0	1
Name of the Employer / मालकाचे नाव	AVISHKAR VIKAS CHORGE		आविष्कार विकास चोरगे	
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	SURVEY NO 16, SASWAD ROAD, NEAR WATER TANK GONDHALE NAGAR, HADAPSAR, HAVELI, PUNE, 411028		सर्वे नं 16, सासवड रोड, नियर वॉटर गोंधळे नगर, हडपसर, हवेली, पुणे.	
Resident Since / वास्तव्य	2015			
Status / Designation	PROPRIETOR			
Mobile No	9859609292			
E-mail ID	avishkarchorge92@gmail.com			
Aadhar No	375250157851			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाचा निवासस्थानाचा पत्ता				



# HYRE

Date: Dec 17, 2021

Name: **Vidya Fand,**

Designation: **Junior Recruiter**

Employee Code: HYRRV171221

Dear Vidya,

Regarding your application and subsequent interview you had with us, we have pleasure in offering you the position of "**Jr. Recruiter**" in **HYRE** based at our Pune office, on the following terms and conditions:

## A. SALARY:

Your salary will be **Rs 8000/- per month**. Further, you will be eligible for a performance-based bonus and incentives under the performance incentive policies of the firm.

## B. COMMENCEMENT/TERM:

1. Your Date of Joining will be 17/12/2021.
2. Confirmed employees would retire from service at attaining the age of 58 years.

## C. WORK TIMINGS:

1. Working Hours are from 9:30 am to 6.30 pm, extendable as per the Firm's Requirement.
2. Every Sunday of the week will be an official off. It may change as per the firm's discretion if needed.

## D. LEAVES/HOLIDAY POLICY:

[28.05.2022]

[Sujit bulbule and company. ]

[Industrial Area Hadapsar pune 13]

Dear [miss. Seeta Bansi Shelar ],

Congratulations! We are pleased to confirm that you have been selected to work for .Sujit bulbule and company. We are delighted to make you the following job offer.

The position we are offering you is that of accounting executive. at a monthly salary of 10000 with an annual cost to company . This position reports to Sujit bulbule , Your working hours will be from [9AM to 6PM], Monday to Saturday.

We are confident you will be able to make a significant contribution to the success of our Sujit bulbule and company and look forward to working with you.

Sincerely,

Sujit bulbule.

CA

Sujit bulbule and company



# INNOVATIVE SMART TECHNOLOGIES

## Offer Letter

Date: 28-04-2022

Dear Miss. Jagdise Nikita Dinesh

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

The position we are offering you is that of Tele calling at a monthly salary of Rs. 10000/- with an annual cost to company Rs. 120000/-. This position reports to Mr. Ganesh Bhoge. Your working hours will be from 9:30 AM to 6:00 PM.

We would like you to start work on 05-05-2022 at 9:30 AM. Please report to Mr. Ganesh Bhoge on 05-05-2022, for documentation and orientation. If this date is not acceptable, please contact me immediately.

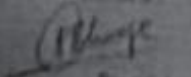
Please sign the enclosed copy of this letter and return it to me by 05-05-2022 to indicate your acceptance of this letter.

We are confident you will be able to make a significant contribution to the success of our Innovative Smart Technologies and look forward to working with you.

Sincerely,

Mr. Ganesh Bhoge  
Innovative Smart Technologies

INNOVATIVE SMART TECHNOLOGIES



Proprietor



# NAND INTERIORS, PUNE

403 JASMINIUM, MAGARPATTA CITY, HADAPSAR, PUNE, MAHARASTRA -411013

---

## LETTER OF APPOINTMENT

teriors & Architects is pleased to appoint you as **ACCOUNTANT**

EMENT is made on date **17- AUG- 2020**

1.1 All the details and information provided by you in your Bio-data are true and

and such other documentary proofs will be provided by you, as and when required by the Company.

1.2 As per final discussion your salary is 10000/- ( including mobile charges , over time etc).

Date: 14 February 2022

Ref: I2I/HR/2022-2023

To,  
Pranali Jagtap  
Pune

**Subject: Appointment on Retainership basis.**

Dear Pranali ,

Further to our discussions, we are pleased to engage you with **Ideas to Impacts Digital Pvt. Ltd.** as **Trainee Data Annotator** on the terms and conditions given below.

**1 Nature of Assignment:**

- 1.1 You will be working on a retainership basis.
- 1.2 As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities during your employment with the Company may vary from time to time.

**2 Tenure & Fees:**

- 2.1 Your Retainership period starts on **14 February 2022**.
- 2.2 You will be paid **Rs.10000/- per month** as Professional Fees.
- 2.3 You are eligible for salary payout after successful completion of 7 days training from the date of joining.
- 2.4 The TDS will be applicable to you as per regulations.
- 2.5 The Retainership period will be till **31 March 2023** initially from the date of actual joining.
- 2.6 Your work location will be Pune or any other location as per the company requirements.
- 2.7 The tenure and terms will be reviewed for extension and revision at the close of the Retainership period with mutual discussion. Your performance during the period will be periodically assessed/appraised.

**3 Working Hours:**

- 3.1 Presently, the normal working hours of the Company are between 8.30 a.m. and 5.30 p.m., Monday to Friday. However, you are expected to contribute additional hours on weekday/holidays, in case or urgent business needs.

14<sup>th</sup> Jun 2019

Miss. Priyanka kukudala  
Pune  
Mob: - 8605811383

Dear Priyanka,

**Sub: Employment Letter**

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operation Function** with **Connqqt Business Solutions Limited** (The Company) with effect from **14<sup>th</sup> Jun 2019** the following terms and conditions.

You shall be paid an annual compensation and benefit package totaling to an **Annual CTC of Rs. 153500/-** as detailed in "**Annexure A**" to this appointment letter subject to all the relevant tax laws.

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **14<sup>th</sup> Jun 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

*Duy*



# R. R. DUTTE AND CO.

Tax & Business Consultant

Office: - B-407 & 408, 3<sup>rd</sup> Floor, Mega Centre, Near Noble Hospital, Pune- Solapur Road,  
Hadapsar, Pune-28

E-mail: - [rrd.clients@gmail.com](mailto:rrd.clients@gmail.com) Mob No: - 8888714335/7609836836

## APPOINTMENT LETTER

DATE: - 6<sup>th</sup> May 2022

Subject: - Job Appointment letter

Dear Nandini

We are Pleased to offer you, the position of with R.R.DUTTE AND CO.

### 1 Commencement of employment

Your employment will be effect, as of 9<sup>th</sup> May 2022

### 2 Job Title

Your job Title will be 'Accountant'


### 3 Please of Posting

You will be posted at Pune, Maharashtra you may however be required to work at any place of business which is situated in Maharashtra state.

### 4 Hour of Work

The Normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the company. The Normal working hours are from 10am to 6:30pm.

Please sign & return this letter to signal your acceptance of this offer & all its terms.



Congratulations & welcome to  
R.R.DUTTE AND CO.

Yours sincerely,

Date: 14 February 2022

Ref: I2I/HR/2022-2023

To,  
Shital Lamdade  
Pune

**Subject: Appointment on Retainership basis.**

Dear Shital ,

Further to our discussions, we are pleased to engage you with **Ideas to Impacts Digital Pvt. Ltd.** as **Trainee Data Annotator** on the terms and conditions given below.

**1 Nature of Assignment:**

- 1.1 You will be working on a retainership basis.
- 1.2 As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities during your employment with the Company may vary from time to time.

**2 Tenure & Fees:**

- 2.1 Your Retainership period starts on **14 February 2022**.
- 2.2 You will be paid **Rs.10000/- per month** as Professional Fees.
- 2.3 You are eligible for salary payout after successful completion of 7 days training from the date of joining.
- 2.4 The TDS will be applicable to you as per regulations.
- 2.5 The Retainership period will be till **31 March 2023** initially from the date of actual joining.
- 2.6 Your work location will be Pune or any other location as per the company requirements.
- 2.7 The tenure and terms will be reviewed for extension and revision at the close of the Retainership period with mutual discussion. Your performance during the period will be periodically assessed/appraised.

**3 Working Hours:**

- 3.1 Presently, the normal working hours of the Company are between 8.30 a.m. and 5.30 p.m., Monday to Friday. However, you are expected to contribute additional hours on weekday/holidays, in case of urgent business needs.

Nikhil Butale.

# SHREE ASSOCIATE ACCOUNTING

+91 8080469968

+91 9552493908

shreeaccociate2022@gmail

Near grampanchayat taki  
gaon fursungi 412308



ciety accounting  
and other work



Date : 20-Sep-2021

Name : POONAM CHANDRAKANT SURYAWANSHI  
Address : D/O CHANDRAKANT SURYAWANSHI URULI KANCHAN PUNE MAHARASHTRA 412202  
Employee Code : AS525080

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RL & P CREDIT CARD ETB BRANCH** department on the following terms and conditions:

**1. Commencement / Term:**

You are required to join our organization on or before **22-Sep-21**. Your place of work shall presently be at **PCMC**.

You will be on orientation period of 6 (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	6174	74088
HRA	3087	37044
Bonus	1750	21000
Special Allowance	2204	26448
Mobile Allowance	500	6000
Employer Provident Fund	1275	15300
Employer ESIC	446	5352
Gratuity	297	3564
<b>CTC</b>	<b>15733</b>	<b>188796</b>

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.

C/o. **VOLTAS LIMITED**  
Voltas House B, 2nd Floor, T B Kadam Marg. Chinchp  
Mumbai - 400 033 Tel 91 22 6665 6

*Siddharam* *SUD*

*Voltas*

*A/c. Operato*

*MTDCEL*

*RITESH*  
Signature of the Emp

Name

Name of Contractor

Nature of Work

DOJ

Date of Issue

Date of Expiry

Project Name

Signature of the Employee





# B.B.A. (C.A).Dept.Placement 2021-22

## Shipco IT Private Ltd

Shipco IT Private Limited  
Unit 602, 603 and 604, Sai Radhe, Plot no. 100 + 101,  
Kennedy Road, Behind Sheraton Hotel, Pune, Maharashtra, India – 411001  
Landline :-02026058881 Web Site: [www.Shipco-it.com](http://www.Shipco-it.com)  
CIN: U74999MH2013FTC247999  
Email: [prq@shipco.com](mailto:prq@shipco.com)



Date: 25<sup>th</sup>-March-2022

Mr. Ganesh Kondiba Jadhav  
Shri Dhakshinmukhi Maharudr  
Mandir Road, Padegaon, At. Padegoan,  
Tq- Post Gangakhed Dist, Parbhani,  
Gangakhed, Parbhani-431514.

Dear Ganesh,

Welcome to the opportunity to make a valuable difference!!!

At Shipco-IT, you will find that the environment is charged with enthusiasm and offers unlimited growth for individuals who live the company vision with a passion. We are proud to invite you to join the family. You will be designated as a **Resource Center - Executive – Documentation** in grade **IC** and your **Total CTC will be INR 1,90,008** per annum. You will be on probation for the initial period of 3 months. Your shift timing will be Day shift. You would be expected to join us on **28<sup>th</sup> March 2022**. A detailed letter containing Salary Break Up & Terms of Employment will be given to you on your date of joining. You are required to submit following documents prior to date of joining: -

- Recent Passport Size Photograph. (2 nos).
  - Experience Certificate of your previous job (if any).
  - School Leaving Certificate.
  - Education Certificate.
  - Aadhar and PAN card copy
- You may be required to undergo reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Shipco-IT. Please forward us a confirmation of acceptance of our offer at the earliest.

With best wishes,

For Shipco IT Private Limited

SINHA  
SHUBHAN  
GI VIVEK

Digitally signed by  
SINHA  
SHUBHANGI VIVEK  
Date: 2022.03.25  
18:31:35 +05'30'

**Shubhangi Sinha - Corp. – Sr. Manager – HR & Administration**

I, Ganesh Kondiba Jadhav, the above.

Employee Signature

Employee Name

Date



To,  
Rithik Dalchand Agarwal  
Pune

Dear Rithik,

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 **Tele Marketing Executive** on the following terms and conditions:

Your Employee Code is **10106222**.

### **1. Date of Joining and Place of Work**

Your date of joining the employment with Just Dial is **07-12-2021** and your place of posting is **Pune**. 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.

### **2. Compensation**

Your consolidated compensation per annum on Cost to Company basis is **Rs. 216000 (Two lakh sixteen thousand only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

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.

### **3. 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.

02-02-2022

Tejaswini Rajendra Bhoyar  
Pune

Dear Tejaswini Rajendra Bhoyar,

Pursuant to our discussions, we are pleased to make this offer of employment as "Recruitment Consultant - Permanent Placement ( Individual Contributor - IC1 )", details of which are given below:

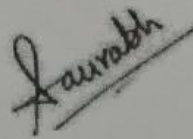
1. Your date of joining is **03-02-2022** at our **Pune** office.
2. Your Fixed Cost to Company will be Rs. 370000 per annum.
3. You will be eligible for gratuity pay above Total CTC under the payment of Gratuity Act, 1972.
4. During the term of your employment with Adecco India Private Limited you should not engage in any employment or act in any way which either conflicts with your duties and obligations to Adecco India Private Limited or contrary to the policies or interests of Adecco India Private Limited.
5. You will be on probation for a period of six months from the date of joining. At the end of the probationary period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The Company reserves the right to extend the probation for a further period of three months.
6. During the initial or extended period of probation, this appointment is terminable by giving **15 days'** notice, without assigning any reasons on either side.
7. After the completion of the probationary period, this appointment is terminable by either party by serving **30 days'** notice without assigning any reason on either side.
8. You shall not be allowed to adjust the leave credit balances during the notice period once you have tendered your resignation.
9. The offer will be revoked in case any information is found to be incorrect in the reference check.
10. It is mandatory to complete ACE(Adecco Code of Ethics) within 30 days from the date of joining.
11. Please note it is mandatory to carry your **PAN NO** on the date of joining.

If you are agreeable to the terms of employment as set out above, kindly sign below and return to us the duplicate copy letter as a confirmation of your acceptance of the same.

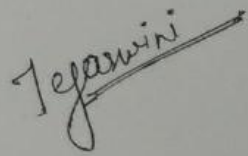
For Adecco India Pvt Ltd



**Anne Soumya**  
**Director - HR**



**Saurabh Garg**  
**Financial Controller**













## Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP**. ("Amdocs") under the terms and conditions provided herein, effective as of **November 25, 2021** ("Start Date").

### I. Employment Terms, Compensation, Benefits

(a) <b>Position</b> 	<b>Technical &amp; Business Operations Analyst</b>
(b) <b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"><li>• Domestic and international travel may be required, in accordance with Amdocs' business needs.</li><li>• Work location may be changed to facilitate Amdocs' business needs.</li></ul>
(c) <b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>625,000.00 (Six Lakh Twenty Five Thousand Rupees Only)</b> gross, divided into the following annual components: <ol style="list-style-type: none"><li>1. Basic salary - INR 250000.00</li><li>2. House Rent Allowance - INR 250000.00</li><li>3. Provident Fund (employer contribution) - INR 30000.00</li><li>4. Leave Travel Allowance - INR 95000.00</li></ol> <ul style="list-style-type: none"><li>• Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li><li>• Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li></ul>
(d) <b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) <b>Gratuity</b> 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) <b>Annual Bonus</b> 	<ul style="list-style-type: none"><li>• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus.</li><li>• Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.</li></ul>
(g) <b>Annual Vacation</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h) <b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



16-Nov-2021

Aman Kumar

S/O Rajesh Kumar Dumraon

Hathi Khana Road Buxar Bihar 802119

India

### Letter of offer

**Dear Aman,**

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 **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Weikfield** office. The key components of your offer are as detailed below :-

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

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

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

**Compensation:** Your Total Gross Pay will be **INR 2,37,610 (Indian Rupees Two Lakh, Thirty Seven Thousand, Six Hundred And Ten Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

**Joining Date:** You are expected to join us by **16-Nov-2021**.

**Place of work:** Your place of work will be **Pune - Weikfield**. 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.

AUSTRALIA  
CANADA  
INDIA  
THE PHILIPPINES  
RUSSIA  
SRI LANKA  
USA  
UK

# WNS



**Aman  
Kumar**

**375804**

Emergency Call : 9552572366  
Blood Group : B+ve

Accepted and Agreed

*Aman Kumar*

Candidate's Name & Signature

For WNS Global Services Pvt. Ltd.

*Adil Nargolwala*

Adil S Nargolwala  
Corporate SVP - HR  
Head Talent Acquisition Group

## Appointment Letter

Date: 24<sup>th</sup> Jan 2022

To: **Omkar Audumbar Gaikwad**  
306-A Wing, Kshitij Destination  
Behind Gavhane Petroleum  
Bhosari Pune. 411039

Dear Omkar,

### **Sub: Appointment Letter**

With reference to your application and the interviews we have had with you, we have the pleasure in appointing you as Software Developer in our company on the following terms and conditions.

Your employment shall be deemed to have begun on or before **27<sup>th</sup> Jan 2022**.

You are required to agree to the terms and conditions as described in Annexure – A1.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure- B.

You need to submit the following documents while reporting the Company.

- a) Attested copies of your transcripts (mark sheets) degree certificates as issued by your Universities
- b) 2 proof of residence And a copy of ration card
- c) 2 passport size photograph of self (color photo and white background)
- d) Declaration that you are medically fit, not suffering from any such ailment which is dangerous or contaminative to the health of other co-workers.
- e) Copy of previous Experience Letter(s) & Relieving letter(s)

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.



January 24, 2022

HRD/2T/1003358422/21-22

Ms. Renjini Reji Panikar  
Khatate Wsati,  
Devi nivas  
Pune city-412201  
India

Ph: +91-9623645369

Dear Renjini,

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: 2022.01.24 11:30:49 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





# EvolveBPM

Decoding the sales ecosystem

Wishing you a happy and safe journey. Thank you for booking with Yatra

UK: 13264097  
US: 2020-000901667  
India: +91-999420280PWC184217  
Philippines: 2021010034626-00

11-04-2022

To,  
Chetan Bhalchandra Jadhav,  
289, B Satava Chowk Sangmeshwar  
Nashik  
Maharashtra 423203

Subject: Offer Letter for Employment.

Dear Chetan,

With reference to your application and subsequent discussion we had with you, we are pleased to offer you the position of Associate Research Data in the Data HUB department of our organization. You will be posted at our Pune office.

Your total compensation will be INR. 216,000 per annum, this includes INR. 216,000 as fixed component and variable component of INR. 0 which would be paid periodically as per the applicable company policy.

The detailed salary break-up would be given to you upon your joining along with your Appointment Letter.

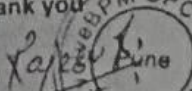
Your employment would be in accordance with the rules, regulations and policies of the company from time to time.

A detailed appointment letter will be issued to you on you joining us not later than 11-04-2022.

This offer for employment is valid till 11-04-2022 by which date we hope you will send your acceptance of this offer in writing via email to [hr@evolvebpm.com](mailto:hr@evolvebpm.com).

We look forward to you joining the EvolveBPM family and hope you have a rewarding and successful career with us.

Thank you

  
Rajeev Ranjan  
Vice President - Global HR



**EVOLVEBPM OPC PRIVATE LIMITED**

CONFIDENTIAL DOCUMENT

US: +1 2013796001  
UK: +44 7883214666  
IN: +91 9686596333

REGISTERED OFFICE  
Old Madras Road, 903 Brigade Paramount,  
Bangalore, Karnataka 560093, IN

BRANCH OFFICES  
PUNE 1st Floor, 91 Springboard, Creativity  
Mall, Pune, Maharashtra 411006, IN

BANGALORE - 91 Springboard, George  
Thangal Complex, Bangalore,  
Karnataka 560096, IN

[www.EvolveBPM.com](http://www.EvolveBPM.com)  
[LinkedIn.com/company/evolve-bpm](https://www.linkedin.com/company/evolve-bpm)



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## Internship Offer with Consociate Solutions Pvt Ltd

Date: Oct 4th, 2021

Kumar Mulekar  
Near ambika mata mandir,  
Kawadipat, Pune-Solapur highway,  
Tal - Haveli, Dist - Pune - 412307

Dear Kumar,

I am delighted & excited to welcome you to Consociate Solutions Pvt Ltd as a **Java Developer Intern**. At Consociate Solutions Pvt Ltd, we believe that our team is our biggest strength and we take pride in hiring **ONLY** the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly *meaningful* internship experience with Consociate Solutions Pvt Ltd.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

**Congratulations!**

Irfan Mukadam

Director

---



**Samadhan Suryawanshi**

Gosaviwadi tq-paranda osmanabad maharashtra-413505,

Osmanabad, Maharashtra

413505

Dear Samadhan,

With reference to your interview feedback and the information about your profile provided by you, we are pleased to offer you employment with **Hoonar Tekwurks Private Limited**. ("The Company"). This letter sets out your individual terms and conditions of employment. In the event of any conflicts between this letter and the other manual or correspondence of Company, this letter will govern. You should ensure that you read this letter, very carefully and shall abide by the following terms and conditions. Acceptance of this offer letter by you, shall be deemed as you have found the said offer reasonable and as per the market conditions and therefore has accepted the offer of employment and is desirous to work with the company on the terms and conditions of this Letter.

### 1. START DATE

Your employment with the Company shall commence on **27 Jul, 2022** ("the Start Date") or such earlier date as is agreed between you and the Company.

### 2. JOB TITLE

You are being engaged as **Associate Consultant ( 1A )** and will be expected to carry out duties appropriate to this appointment. The Company will have the right to transfer you to any department, establishment forming a part of the company, inside, or outside India, temporarily or permanently without any additional compensation.

### 3. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon (dispensed with valid reasons per the wishes of the company):

- A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- Certification of your medical fitness.
- Required regulatory approvals.
- Satisfactory verification of all the information including but not limited to your personal, professional information, educational qualifications, work experience, etc. that has been provided in the course of the application process along with the necessary supporting documentation.
- You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, it may not be possible. Therefore, the Company may terminate your employment at any time by giving one week's notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month), if either your references or other recruitment procedures are not completed to our satisfaction.



Private and Confidential

Ref: GASPL/HR/35997/2019  
Dear Ajinkya Dabhade

Date: 22/02/2019

Your revised salary structure and other details effective 01/02/2019 are as mentioned below:

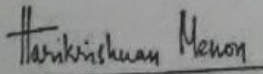
**COMPENSATION ENTITLEMENT DETAILS**

Name : Ajinkya Dabhade  
Position description : Process Associate - Pagination  
With effect from : 01/02/2019  
Emp. No. : 35997  
Grade : O2

Sr. No.	Components	INR (Per Annum)
1	Basic	118848
2	House Rent Allowance	47539
3	Meal Reimbursement	0
4	Leave Travel Reimbursement	0
5	Fuel and Car Maintenance Reimbursement	0
6	Professional Benefits	29792
7	<b>Gross Remuneration (A)</b>	<b>196179</b>
8	Employer Contribution to PF	14262
9	Gratuity	5717
10	Statutory Bonus	23770
11	Employer Contribution to MLWF	72
12	<b>Statutory Contributions (B)</b>	<b>43821</b>
13	<b>Total Remuneration (A) + (B)</b>	<b>240000</b>

1. Employee's contribution towards statutory obligations and contribution to non-statutory welfare / employee benefit schemes will be made from the monthly gross remuneration of employee.
2. Bonus will be paid as per Payment of Bonus Act, 1965.
3. Gratuity will be paid as per Payment of Gratuity Act, 1972.
4. Transport deduction will be done as per the grade, in case you avail the facility. This deduction will be done from the monthly remuneration.
5. Over and above Total Remuneration, employees are covered under ESIC, Group Personal Accident (GPA) Policy, Mediclaim policy as per applicability according to rules of the company.
6. Income Tax liability is employee's responsibility.
7. The above structure is as per new conventions.
8. Please share your acknowledgment through HRMS and note that the implementation of revised salary is subject to your acknowledgment.

For Global Advertisement Services Pvt. Ltd.



Harikrishnan Menon C.K.  
President

**Global Advertisement Services Pvt. Ltd.**  
CIN : U74999PN2010PTC135492  
EON IT Park, Wing-3, 6<sup>th</sup> floor,  
Cluster D, Kharadi, Pune – 411014.  
Tel : 020 66120333.  
AffinityX.com

11:16 AM

4G+ 58



prachinile@constacc... 1/9/2021  
to me, shweta, aniketpandit, ...



Dear Pratik,

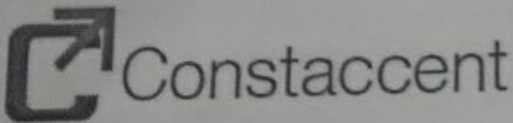
Heartiest Congratulations!!!

Further to our discussion we would like to send the draft offer with respect to the employment with our organization as Desktop Support Engineer. As desired we are offering you INR 1,62,000 L.P.A. CTC all inclusive. Your joining date will be 2<sup>nd</sup> September 2021.

Kindly acknowledge the draft offer so we can proceed with the documentation.

Have a Good Evening ! Stay Safe!

Thanks and regards,



India | Finland | Canada | Saudi | UK

Prachi Nile  
Manager-HR & Admin  
Constaccent  
Consultancy Pvt. Ltd.  
Tel- 022 61781908  
Mobile- +91-9769832839  
Visit us at





Date: 07-06-2022

Name: SACHIN SANJAY JADHAV

Location: Manjiri

Dear Mr./Mrs.

SACHIN SANJAY JADHAV

PROVISIONAL OFFER LETTER

Further to final round of interview held on 07-JUN-22, we are pleased to inform that you have been selected provisionally for the position of "Sales Officer" as permanent staff in our Bank.

You will receive a detailed **Appointment Letter** from the Bank immediately on completion of the joining formalities & joining the bank.

To enable the bank to complete the joining formalities, you are advised to submit the following documents as part of the joining formalities:

1. Resume
2. IRS
3. Employee Personal Details Form
4. Application Blank & Background Verification Form
5. Education - X
6. Education - XII
7. Graduation
8. Post Graduation (if post graduate)
9. PAN Card copy
10. Address Proof
11. Relieving Letter/Experience Letter of HDFC Bank Group Company
12. PF Form 11
13. Photograph

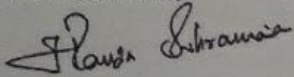
Please note that you are required to bring all the above documents in **ORIGINAL** & along with one set of self-attested photo-copies of the same. The original documents would be returned immediately to you after due verification.

This provisional offer is valid till one week from the date of the offer, subject to successful completion of joining formalities and thereafter would expire automatically. This offer does not confer any right of whatsoever nature for employment in the bank automatically as the issuance of Appointment letter would be subject to your fulfilling all the aforesaid terms and conditions of the Bank.

Please carry this provisional offer while reporting to the branch.

Looking forward to your joining and a mutually beneficial lasting association.

Yours faithfully,



For HDFC BANK LIMITED





# B.B.A. Dept.Placement 2021-22

Date: 17-10-2021

## APPOINTMENT LETTER

Miss. Priti Mapare  
Pune

**Congratulations for your selection and choosing PropBizz Real Estate as your career choice.**

Welcome to the PropBizz family. We are pleased to confirm an offer to you in our company with effect from 17.10.2021 as **Pre-Sales Executive**.

Your base Location will be Pune.

The Following Terms & Conditions of the Offer:

Your Total CTC will be Rs. 1,20,000/- (Rs. One Lac Twenty Thousand Only). The Annual salary break-up is presented in Annexure A along with Joining Benefits and other benefits applicable to you and your family.

You shall be governed by the Terms & Conditions of Service during your employment with PropBizz as per HR policies and those that may be amended from time to time.

As a token of acceptance of the above terms & conditions, please return the duplicate copy of this letter along with the Annexure duly signed by you.

Yours sincerely,

We would look forward to your Joining us for an Exciting journey ahead.

FOR

PropBizz Real Estate

I certify that I have read, understood and agree to abide by the terms and conditions of my employment contained in this letter of appointment and Annexure. I affix my signature as a token of acceptance.

Signature: \_\_\_\_\_

**Note: This is Computer generated Appointment Letter and not required Signature or Stamp. Kindly revert with Acceptance on Mail.**



**OFFER LETTER**

Date: 20/08/2021

Name: Mr. Vishal Macchindra Dhokale,  
Pune

Dear Mr. Vishal Macchindra Dhokale,

With reference to your application and subsequent interview, we are pleased to offer you the post of 'OPERATION SUPERVISOR' from '31/07/2021' for the operations to our client (MAHINDRA LOGISTICS LIMITED).

Your Net Salary will be Rs. 15,500/- per month. Subject to various dedications as per the companies and government policy.

The roles and responsibilities and other terms and conditions of your employment will be specified in your letter of appointment.

We welcome you to RADIX HR SOLUTIONS PVT LTD. and hope it would be the beginning of a long and mutually beneficial association.

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

Yours truly

For RADIX HR SOLUTIONS PVT LTD



Authorized Signatory

PRIVATE AND CONFIDENTIAL

Date: August 25, 2022

**Mr. Raviraj Dnyaneshwar More**  
SR.NO 95 SIDDHIVINAYAK COLONY MAHADEV NAGAR MANJRI ROAD HAPDSAR,  
PUNE,  
MAHARASTRA-412307

FIXED TERM TEMPORARY EMPLOYMENT AGREEMENT

Dear Raviraj,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **exl Service.com (India) Private Limited** ("the Company") to the position of **Associate - Operations at Band A1**, on the terms and conditions set out herein after:

**1** **FIXED TERM TEMPORARY EMPLOYMENT**

1.1 (a) You are being engaged with effect from **8/30/2022** specifically against Legal contract work /project which is likely to be completed in **5 Months**. Your fixed term temporary employment **8/30/2022** , unless terminated in accordance with clause 9, is co-terminus with the aforesaid work/project and, as such, the same shall lapse and come to an automatic end on the completion of the aforesaid work / project whether before expiry of **5 Months** or after. This fixed term temporary employment agreement and your fixed term temporary engagement / employment shall automatically end as aforesaid without any notice or compensation to you from the Company and therefore, no compensation, notice salary or retrenchment compensation shall be payable to you by the Company. It is clearly understood and agreed by you that this fixed term temporary appointment shall not vest any right in you to claim permanent /regular employment with the Company at any point of time and you will neither have any right nor a lien on the job held by you.

(b) Notwithstanding anything contrary contained here-in, please note that during the first **5 Months** of your fixed term temporary appointment you would be on trial. If the Management during the aforesaid trial period finds your performance to be unsatisfactory, your fixed term temporary appointment would be liable to be terminated by giving in writing fourteen days' notice or paying salary / wages in lieu of such notice or salary / wages for such period by which the notice period falls short of.

(c) During your fixed term temporary appointment, you shall be a full time employee of the Company. You shall, therefore, devote the whole of your time and energy exclusively to the business and affairs of the Company. You shall not engage yourself, directly or indirectly, in any other employment or in any business or serve whether as principal, agent, partner, director or employee or in any other capacity whatsoever, either full time or part time, in any business whatsoever other than that of the Management / Company. Any engagement by you as aforesaid shall be construed as dual employment and you shall be liable to face strict disciplinary action

exl Service.com (India) Private Limited

1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com

Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India.



Vespa

aprilia

# CHIKHALE MOTORS

Name – Mrs. Bhagyashri Uttam Nagawade

Date- 04/09/2018

Address – Sr No – 281, Laxmi Colony, Telco Colony, 15 No, Vitthal nagar, Hadapsar, Pune - 411028

## LETTER OF APPOINTMENT OF EMPLOYMENT –

Dear Bhagyashri,

Following our recent discussions, we are delighted to offer you the position of Sales Manager with Our Organization. Our Organization is Dealing in Vespa and Aprilia, Chikhale Motors Authorized Dealers Vespa And Aprilia. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Sales Manager

Start date: 04<sup>th</sup> of September 2018 Salary: 25000/-Month Hours of work: 10.00 am to 7.30 pm

Reporting relationship: You will report to Mr. Ambreshwar Chikhale, Dealer (Chikhale Motors, Pune-411028)

A progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon 1 month notice in writing to either party.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,  
For Chikhale Motors.



Ambreshwar Chikhale  
Managing Partner,

Sr. no. 14/3, Vitthal Nagar, 15 No., Near Ganga Petrol Pump, Pune Solapur Road, Hadapsar, Pune 411028.

Sales : +91 9881013333  
Service : +91 9881103333

W: chikhalemotors123@gmail.com

vespa.in  
aprillasr150.in



Date: 26.04.2022

Ref No: 00018064/A31/7001

Mohammadshoeb Rafiqahmad Shaikh  
Flat No-504, Kubera Sankul, Behind Depo  
Hadapsar,  
Pune  
Pune 411028  
Karnataka

Dear Mohammadshoeb,

We are pleased to offer you a position as "Analyst - New Business & Policy Admin &UW" with AXA Business Services Pvt. Ltd (the "Company"). You will be required to report for work on or before 28 April , 2022 up to which date this offer is valid. Your total employment Cost to Company will be Rs. 282010.00/- per annum, effective from your date of joining the Company.

Based on performance, you will be eligible for annual incentives as per the Company norms. You are required to submit a copy of the relieving letter from your previous Organization (if any) mentioning the cause of separation on your date of joining. Your employment with the company and continuance thereof is subject to your successful reference check & medical fitness, which will be conducted at a future date, considering the current lockdown situation due to COVID-19 crisis. This will be informed separately and you will be expected to complete the same within specified time lines communicated to you. In case you fail to meet any of the above, this offer will be deemed as cancelled.

You will be governed by all the rules and regulations of the company in force and as applicable from time to time.

"You will be entitled to an annual increment in April 2023".

As per company policies in case your work entitles you to travel on-site you are required to sign an undertaking for one year.

Please signify your assent by signing the copy of this offer letter.

Wishing you a great career and growth options with AXA Business Services.  
Yours sincerely,

For AXA Business Services Pvt. Ltd.

Puja Pandey  
Lead - Talent Acquisition

AXA Business Services Pvt. Ltd.  
Branded As: AXA GO Business Operations  
CIN : U67200KA1995PTC0187611  
Telephone: 080-41830000 | Website: axabusinessservices.com

Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560 045, India.  
Other Offices: Ecopolis, Second Floor, Block No-E3, Hinduja Realty Ventures Ltd, Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Kattigenahalli Village, Yalahanka Hobali Bangalore-560063 | Marvel Edge, Block C & D, 1st to 4th Floor, Survey No 207/1A+33A, Lohegaon, Viman Nagar, Pune 411 014, India Tel:(020) 66076000/9000 Fax:(020)6605 2830/1 | Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Sade Satra Naili, Hadapsar, Pune # 411028, India  
©2021 AXA Business Services Pvt.Ltd.All rights reserved



Scanned with OKEN Scanner

LETTER OF OFFER – CUM - APPOINTMENT

Date: 25-Apr-2022

Mr. Sanket Mohan Sawant

SR.NO. 175,BANGLA NO.13,SAHYADRI SOCIETY,BHEKARAI NAGAR FURSUNGI PUNE-412308

Emp. Code: 34477

Dear Sanket,

We refer to your application for a job and the subsequent interview session and pleased to confirm that, you have been selected to work in our organization.

Your job role at the time of joining will be **Marketing Executive**, for discharging duties in managerial, supervisory and administrative capacity, in the RS Service Management (RSSM) Channel. Please note upon your joining and any time thereafter, the Company, reserves its rights to assign you any work or reassign you in such capacities and such places in India as the Company may deem suitable from time to time.

1. **Headquarter/Field base:**

Head Quarters	Field Base
PUNE	SIFMPL - Pune

2. **Remuneration:**

Details of your remuneration is set out in **Annexure-A** hereto. Any changes in remuneration indicated above will be as per the Company's Policy and subject to evaluation of your performance, as per the performance assessment cycle of the Company.

Your appointment will be effective, from **25-Apr-2022**. This offer cum appointment letter shall stand cancelled if you do not report to the duty within 3 days of the date of your receipt of this Communication.

3. **Date of Birth:**


You have given **01-Jan-1999** as your date of birth with proof thereof. Please note that this date of birth will not be changed for any reason whatsoever.

If the above proposal is acceptable to you, please confirm your written consent and report for joining. Upon acceptance of this appointment, together with Annexures hereto, this letter will be considered as an employment contract for personal service from the date of your joining the company.

Welcome to the Smollan India team and wishing you a long and mutually beneficial association.

Yours faithfully,

For Smollan India Field Management Private Limited



Authorised Signatory

I accept the above terms and conditions of employment contained in this letter of appointment.

Date:

Signature:

SMOLLAN.COM

Smollan India Field Management Private Limited | CIN No.: U74900MH2016PTC272802

Dakshina, 5<sup>th</sup> Floor, Plot No.2, Sector 11, CBD Belapur, Navi Mumbai – 400 614  
+ 91 22 686 31000 contactsifm@smollan.co.in



VIJAY PANDEY

+91-9730 38 7751

+91 9021 34 6424



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**R.K. Associates**

*Hat of Fices, Shop, Land for Sales & Rent*

Email: [vijaypande1980@gmail.com](mailto:vijaypande1980@gmail.com)

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**Office: Mega Center, E-121, Ground Floor, Solapur Road,  
Magarpatta, Hadapsar, Pune 411028**

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	102291091903			
Registration Certificate / intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	1931000312951230			
Division / विभाग	Pune			
District / जिल्हा:	Pune			
Office Name	Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No.5, Mumbai - Pune Road, Shivaji Nagar, Pune-411005			
Name of the establishment / आस्थापनेचे नाव	SHRI GANESH SUPER MARKET श्री गणेश सुपर मार्केट			
Previous details of establishment / आस्थापनेची पूर्वीची तपिस्तर माहिती				
Postal address and situation of the Establishment / ( आस्थापनेचा पत्ता )	HOUSE NO 6030, SR NO 161/1, HUNDEKARI WASTI, FURSUNGI, HAVELI, PUNE, 412308	घर नं 6030, स नं 161/1, हुंडेकरी वस्ती, फुरसुंगी, हवेली, पुणे, 412308		
Mobile / भ्रमणध्वनी क्र.	9923074556			
Email-id / ई - मेल आय डी				
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	14/06/2018			
Nature of Business / व्यवसायाचे स्वरूप	KIRAN STORES	किराणा स्टोअर्स		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	0	0	0	0
Name of the Employer / सावकारचे नाव	PRATIK DASHRATH KUMBHARKAR		प्रतिक दशरथ कुम्भारकर	
Residential Address of the employer / सावकाराच्या निवासस्थानाचा पत्ता	HOUSE NO 6030, SR NO 161/1, HUNDEKARI WASTI, FURSUNGI, HAVELI, PUNE, 412308	घर नं 6030, स नं 161/1, हुंडेकरी वस्ती, फुरसुंगी, हवेली, पुणे, 412308		
Resident Since / वास्तव्य	2000			
Status / Designation	PROPRIETOR			
Mobile No	9923074556			
E-mail ID	pratikkumbharkar.10@gmail.com			
Aadhar No	649536171630			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				
Category Of Establishment / आस्थापनेचे	SHOP ( दुकाने )			





महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमुद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१. पावती क्रमांक	: २१३१००२१४७६२२५								
२. अर्जाचा (सूचनापत्राचा) आवडी क्रमांक	: १०१३१५२०२१०३								
३. आस्थापनेचे नाव	: समृद्धी इंटर्प्र्रायजेस SAMRUDHI ENTERPRISES								
४. कामगारांची एकूण संख्या	: ०								
	<table border="1"><tr><td>दुरुष</td><td>स्त्री</td><td>इतर</td><td>एकूण</td></tr><tr><td>०</td><td>०</td><td>०</td><td>०</td></tr></table>	दुरुष	स्त्री	इतर	एकूण	०	०	०	०
दुरुष	स्त्री	इतर	एकूण						
०	०	०	०						
५. ज्ञा मालकाचे नाव	: प्रज्वल राजाराम ससाने PRAJWAL RAJARAM SASANE								
६. आस्थापनेचा पत्ता	: स नं ८८, ससाने वस्ती, मोहमदवाडी रोड, हडपसर, हवेली, पुणे, ४११०६०								
७. सादरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची धोर पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सध्या प्रविकारी घोष्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही घोष पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनाची कोणत्याही कायद्यान्वयेत वादग्रस्त ठरत येणार नाही.									
८. व्यवसायाचे स्वरूप	: BUILDING MATERIAL SUPPLIER								
९. पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:								

टीप : सादरची घोष पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सादरची घोष पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषनामपत्र आणि स्वयंसाक्षात्कीत झमिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.  
सादर घोषपावती ही १० पैक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ३०.०१.२०२१

ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No.4, Mumbai - Pune Road, Shivaji Nagar, Pune-411004

अर्जाचा आव. नं. क्रमांक	प्रदान केलेले सेवा नुदर (रूपरे)
१०१३१५२०२१०३	२१.३१



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



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१.	पावती क्रमांक	:	१८३१०००३११५४५१९६								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१००१६४७६१८०३								
३.	आस्थापनेचे नाव	:	D S Enterprises D S ENTERPRISES								
४.	कामगारांची एकूण संख्या	:	०								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>०</td><td>०</td><td>०</td><td>०</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	०	०	०	०
पुरुष	स्त्री	इतर	एकूण								
०	०	०	०								
५.	अ) मालकाचे नाव	:	विजय जगन्नाथ शिंदे VIJAY JAGANNATH SHINDE								
	ब) आस्थापनेचा पत्ता	:	एस नं १८, घर नं ३८०, गौधलेनगर, सावतामाली कॉलनी समोर, हडपसर, हवेली, ४११०२८								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पक्षात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य घरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	ENGINEERING JOB WORKS								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : २८-०२-२०१८


ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bunglow No.4, Mumbai -  
Pune Road, Shivaji Nagar, Pune-४११००५

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाधार्तीचे विनियमन) नियम, २०१८  
Form - 'F'

(New Rule 8)

APPLICATION FOR INTIMATION

Application ID	106013501883			
Registration Certificate / Intimation Receipt No. मॉकरी वॉकर / मॉकरी वॉकर	1831000312527590			
Division / ठेका	Pune			
District / जिल्हा	Pune			
Office Name	Office of the Deputy Commissioner of Labour Pune, Address- Pune District Bungalow No.5, Mumbai - Pune Road, Shivaj Nagar, Pune-411005			
Name of the establishment / अस्थापनेचे नाव	TRIMRUTI CREATION FLEX PRINTING			
Previous details of establishment / अस्थापनेची पूर्वीची खबरदारी	TRIMRUTI CREATION FLEX PRINTING			
Postal address and situation of the Establishment / [ अस्थापनेचा पत्ता ]	SHOP NO.2, S.NO.73, ZAMBARE BUILDING, NEAR GANRAJ HOTEL, HANDEWADI ROAD, HADAPSAR, PUNE (M CORP) . PUNE CITY, PUNE, 411028	शॉप नं.2, एड.नं.73, ३०वाँ बिल्डिंग, नीज गणराज हॉटेल, हाडेवडी रोड, हडपसर, पुणे (एम कॉर्प.), पुणे शहर, पुणे, 411028		
Mobile / मॉकरी वॉकर	9767099500			
E-mail / ई - मेल	perfects9@gmail.com			
Date of commencement of business / व्यवसाय सुरू होण्याचा दिनांक	13/09/2018			
Nature of Business / व्यवसायाचे स्वरूप	FLEX PRINTING AND ADVERTISING	फ्लेक्स प्रिंटिंग अँड एडवर्टीझिंग		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात किंवा खासगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	3	0	0	3
Name of the Employer / मॉकरी वॉकर	FRACHETAN DADASAHEB ZAMBARE			फ्रॅकेटन दादसाहेब जंबारे
Residential Address of the employer / मॉकरी वॉकराचा निवासस्थानाचा पत्ता	AT HOLKARWADI, POST URULI DEVACHI, TALUKA HAVELLURULI DEVACHI, HAVELL, PUNE, 412308			एट होलकारवाडी, पोस्ट उरुली देवाची, तालुका हवेल्लुरुली देवाची, हवेल्ल, पुणे, 412308
Resident Since / वास्तव्य	2000			
Status / Designation	PROPRIETOR			
Mobile No	9767099500			
E-mail ID	perfects009@gmail.com			
Aadhar No	729738439221			
Name of Manager / व्यवसायाचे मालक				
Residential address of Manager / व्यवसायाचे मालकाचा निवासस्थानाचा पत्ता				
Contact No				
Fax No				
E-mail ID / ई - मेल	Trimruti Creations & Flex Printing			
Aadhar No				

Proprietor

## MSN Laboratories Private Limited

MSN House, Plot No.: C-24,  
Sanath Nagar Industrial Estate, Sanath Nagar,  
Hyderabad, Telangana, Pincode: 500018. India.

CIN: U24239TG2003PTC041583

Phone: +91-40-30438600 Fax: +91-40-30438798

September 23, 2022

**Mr.Hrushikesh Nanaso Pawar**

At/Post : Bhigawan

Tal : Indapur

Pune Dist 413130

Mobile No: 9403275500

Dear **Mr.Hrushikesh Nanaso Pawar**,

### Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

#### 1. Designation:

You will be designated as "Executive-Trainee", Grade "G01", in Research & Development Department based at MSN Laboratories Private Limited - R&D Center Location.

#### 2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs.250000/- is mentioned in the Annexure-I.

#### 3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Updated / Latest E - Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

Page 1 of 2





Name: Hrushikesh Nana Pawar

**4. Medical Fitness:**

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

**5. Terms & Conditions:**

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **October 03, 2022**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Simhachalam Piniminti Contact No. 040-30438786 Email ID: simhachalam.piniminti@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,

**For MSN Laboratories Private Limited**

A handwritten signature in blue ink, appearing to read 'S Padmanabhan', written over a circular stamp or seal.

**S Padmanabhan**

**Vice President-Group HR**

September 23, 2022

**Annexure-I**

**Mr.Hrushikesh Nana Pawar**  
**Designation:** Executive-Trainee  
**Grade:** G06  
**Department:** Research & Development

**TOTAL COST TO COMPANY**

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
<b>A. Monthly Salary</b>			
Basic Pay	12399	148783	Monthly
House Rent Allowance	4960	19566	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
<b>A - Monthly Gross Total</b>	<b>18059</b>	<b>216703</b>	
<b>B. Statutory Benefits</b>			
PF (Employer Contribution)	1488	17854	Monthly
ESI (Employer Contribution)	587	7043	Monthly
Bonus / Ex-gratia	700	8400	Annual
<b>B - Statutory Benefits Total</b>	<b>2775</b>	<b>33297</b>	
<b>C. Fixed Total Cost to Company (A+B)</b>	<b>20834</b>	<b>250000</b>	
<b>D. Gratuity (As per the Gratuity Act, 1972)</b>	<b>596</b>	<b>7156</b>	
<b>Total Cost to Company (C+D)</b>	<b>21430</b>	<b>257156</b>	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Laboratories Private Limited

  
**S Padmanabhan**  
**Vice President-Group HR**

Name: Hrushikesh Nana Pawar

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **October 03, 2022**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - R&D Center** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **May 06, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

A handwritten signature in blue ink, appearing to be 'Hrushikesh Nana Pawar'.



Name: Hrushikesh Nana Pawar

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is 58 years' subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

A handwritten signature in blue ink, appearing to be 'H. Pawar'.

Name: Hrushikesh Nana Pawar

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



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**Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on \_\_\_\_\_

**Signature:**

**Date**

**24 January 2022**

**APPOINTMENT LETTER**

**Mr. Akshay Popat Zol**

No, Washimbe tal karmala, Near railway station , Solapur - 413206, Maharashtra, India

Dear **Akshay,**

We are pleased to appoint you as **Trainee** in the **Level 0** in **Medicinal Chemistry** department at our unit Located in **Shameerpet** with effect from **24 January 2022** and your EmployeeID is **105254**. You shall be governed by the following terms and conditions:

1. Your present total compensation (CTC) is **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand Only) per annum.
2. You will be on training for a period of One Year from the date of joining. The training period can be curtailed or extended at the sole discretion of the Management depending on the assessment of your overall performance. Unless confirmed in writing, you will continue be on training.
3. During training period your services may be terminated by giving **one month notice** period on either side or payment of one month basic salary in lieu thereof and upon confirmation your service may be terminated by giving three months' notice on either side or payment of three months basic salary in lieu thereof. The Company may immediately terminate your service without any compensation or notice thereof, if you are in any breach of your responsibilities/Code of Conduct as determined by the Company.
4. Your continuance in employment will be further subject to your remaining medically fit. The management will have the right to get you examined or reexamined from Company's Physician whose decision shall be final and binding on you.
5. You will be entitled to all statutory benefits like Leave, Bonus and Gratuity etc. as applicable to your cadre and in accordance with the Company's policies from time to time.



6. Your service are however, liable to be transferred or deputed to any of our Offices/Units/Divisions etc. purely at the discretion of the Management on account of exigencies of work without any additional remuneration.
7. You will be a whole-time employee of the Company and will not engage yourself in any work similar in nature to that of the Company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise.
8. You will have to maintain high personal integrity and moral conviction.
9. You will not appear in any examination without prior written permission from the management.
10. Management expects you to discharge your duties diligently and honestly and you should not disclose, utilize or divulge to any other Company, firm or person, the affairs, process of techniques without written consent of the management.
11. If for any reason, you become incapable of performing the duties assigned to you or in the event of giving false particulars in your application and deliberately not disclosing any information, which in the opinion, would have prompted us not to appoint you, then in such case your employment will be dispensed off without any notice and compensation thereof.
12. In the event of termination or resignation, you shall hand over all the documents and papers, keys and other property of the Company as may be in your custody, care or charge to your immediate superior and obtain a clearance from respective departments.
13. In the event of sickness preventing you from satisfactory performance of your duties over a prolonged period, the company reserves the right to terminate your employment or vary the terms and conditions over a given period.
14. You will devote your whole time and attention to the interest of the Company in any place of business to which you are posted.

15. You will be enter into any speculation or become interested in any business or do any trading in your own account without receiving permission in writing from the company.
16. You will be bound to observe the rules of the office discipline and / or other instruction in force from time to time, to the entire satisfaction of your superiors. The Company may terminate your service without notice in case of misconduct, breach of trust, loss of confidence, insubordination or for a similar cause.
17. The rules of the Company governing all the benefits mentioned above, the working hours, etc. are subject to change without any prior notice.
18. If you remain absent for over 3 consecutive working days without authorization or absent beyond the period of leave originally granted, it is deemed that you have lost your employment with the company.
19. All documents, plans, drawings, photos, reports, statements, formulas, correspondence, etc. and also information and instructions that passed through you or come to your knowledge will be treated as confidential and you will be bound to keep them secret and will not divulge or pass over the same to anyone, except in rightful discharge of your duties assigned by the company.
20. The remuneration and other terms of your engagement shall not be disclosed to other members of the staff of this company and to any other person with the exception of close relative.
21. You will keep us informed of any change in your residential address or civil status.
22. You will retire form the service on attaining the age of 58 years, which is the age of superannuation in your case. No prior notice will be necessary for the same.
23. Your service are governed by the rules and regulation of the company.

Please confirm your acceptance of the terms and conditions stated above by acknowledging in System.

We heartily welcome you for a long and happy association.

**For SAI LIFE SCIENCES LIMITED**



Rajesh Vinodrai Naik

**Vice President & Global Head - Human Resources.**



June 19, 2021

Ref:HDBFS/21-22/HRIC215183/Appt/A51053

Mr.Amol Suresh Pawar,  
Sr No 300A/6,  
Sri Sai Niwas,Kalepadal,  
Mhasoba Colony,Hadapsar,  
Near Mhasoba Temple,  
Pune-411028

Dear Mr.Amol Suresh Pawar,

**LETTER OF APPOINTMENT**

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

**Terms and Conditions:**

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.
- t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.



As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than July 4, 2021.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

**Yours Sincerely,**  
**For HDB Financial Services Ltd.**





**Smily Mehra**  
**HBL Global - a division of HDB Financial Services Limited.**

**AGREED AND ACCEPTED**

---

**Mr.Amol Suresh Pawar**

## Annexure A

		Compensation Breakup	
Name	MR.AMOL SURESH PAWAR		
Role	Sales Executive		
Grade	G7		
Location	Pune		
Annual Compensation Break up			<b>HDBFS Monthly</b>
Basic	1,01,256	8,438	
HRA	40,500	3,375	
Conveyance Allowance	20,244	1,687	
Provident Fund (Employer's contribution)	14,580	1,215	
Gross Salary (A)	1,76,580	14,715	
ESIC (Employer's contribution)----(B)	5,265	439	
Gratuity----- (C)	4,870	406	
Total Fixed Compensation (D=A+B+C)	1,86,715	15,560	
<b>Note:</b>			
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
<b>SPECIAL NOTE</b>			
PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.			
I accept the terms and conditions as mentioned in the Appointment letter.			
My tentative date of Joining will be _____			
Mr.Amol Suresh Pawar		Date	
		Ref:HDBFS/21-22/HRIC215183/Appt/A51053	



**Dhanashree Anandrao Kumbhar**  
A/p. Nidhal, Khatav, Satara,  
Maharashtra – 415 023.

**4<sup>th</sup> January 2022**

**Subject: Offer Letter**

Dear Ms. Kumbhar,

It gives us great pleasure to make you a formal offer to join Sanofi Team as '**Associate, QC**' based at our Hyderabad Plant. The key role, responsibilities of the position and our expectations from you are as discussed during our meeting. A more specific and detailed document will be drawn when you join us. Kindly intimate your date of joining at the earliest.

The key elements of your compensation, benefits and perquisites have been discussed with you. If you do have any specific queries on this subject, we would be most happy to clarify them for you. A detailed letter of appointment outlining all aspects of your employment terms will be provided to you at the time of your joining. Your appointment is subject to medical fitness and successful verification of background information.

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

Yours faithfully,  
Sanofi Healthcare India Private Limited

A handwritten signature in blue ink, appearing to read "Rituraj Singh Dhawan", written over a diagonal line.

**Rituraj Singh Dhawan**  
Head – HR Services







*IPL /Offer Letter/ IMT /2498*

11 February 2022

Mr. Vivek Vadge

North Solapur modi Khanna Solapur

Solapur - 413001, Maharashtra

**Subject: Offer Letter**

Dear Vivek Vadge,

1. With reference to your application and subsequent interviews you had with us, we are pleased to offer you a position of OFFICER - ONCOLOGY PARENTERAL & Grade - O1-Officer.
2. You will be joining ONCOLOGY - PARENTERAL at Intas Pharmaceuticals Limited, Matoda on or before 14 March 2022 failing which the offer herein shall stand withdrawn at the sole discretion of the Company.
3. The compensation payable to you on joining, as mutually discussed and agreed by you is mentioned in the annexure attached to this letter and marked as '**Annexure-I**', which is also subject to satisfaction of all the terms and conditions mentioned herein.
4. In token of your acceptance of this offer, you are requested to sign the duplicate copy of this offer letter and return the same to us or confirm your acceptance vide email **within 24 working hours**. You are also required to send us a copy of resignation acceptance by your current organization within **7 working days** from date of acceptance.
5. On your reporting at work, you will be further briefed about your induction details by your

manager. A detailed letter of appointment shall be given upon joining subject to submission of all the required document and their verification which shall govern the said terms and conditions of your employment.

6. Kindly note that your appointment is subject to your medical check-up by an authorized doctor as informed to you by the concerned HR. This offer and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized medical officer of the Company.
7. You agree and unconditionally accept that as part of the standard employment process of the company your antecedents and experiences from the referees, previous employers and/ or others will be checked as and when it may deem fit by the company either directly or through third party agencies and you shall be required to comply with the Background verification process of the company. Upon you accepting this offer, you will be contacted by a representative from the Background Verification Agency. You undertake to submit the relevant documents for such background verification; failing which, the company shall be constrained to not further process your appointment and this offer will automatically stands as withdrawn.
8. You agree and undertake to complete the exit formalities or any other responsibilities with your current / previous employer and ensure that the full and final settlement or any other procedure on exit as may be applicable is cleared at the earliest especially before you're joining with the Company.
9. The company shall reimburse relocation charges / notice pay to you, which is mutually agreed / as per company policy, during the interview process, subject to submission of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the organization within a period of two years, the company shall recover the same from the amounts payable to you.
10. At the time of joining, we expect you to bring the documents mentioned in the **Annexure-II**.

We welcome you to Intas family and wish you a happy and rewarding career with us.

With Warm Regards,

Human Resources  
Intas Pharmaceuticals Ltd

*This is a System generated offer letter and hence does not require any signature*

**Annexure – I (Offered Compensation breakup)**

<b>Particulars</b>	<b>Designation</b>
Basic	₹8,458.00
HRA (40% of Basic)	₹3,383.00
Addl. Allowance	₹1,504.00
LTA	₹1,000.00
Education	₹2,400.00
Hostel	₹2,400.00
Conveyance	₹1,500.00
Mobile Allowance	₹400.00
Sodexo Meal Voucher	[[JOB_OFFER_DETAIL_CUSTOM11]]
Bonus	₹1,700.00
<b>Total P.M.</b>	<b>₹22,745.00</b>
<b>Retiral Benefits</b>	
P.F. (12% of Basic)	₹1,015.00
Gratuity (4.81% of Basic)*	₹407.00
<b>Gross Salary p.m.</b>	<b>₹24,167.00</b>
<b>Gross Salary p.a.</b>	<b>₹290,000.00</b>

\*Gratuity will be payable as per Gratuity Act, 1972.



## OTHER BENEFITS

### i. Group Medi-claim and Group Personal Accident Policy

Sr No	Designation/ Grade	Medi-claim Coverage	Personal Accident Coverage
1	Up to Senior Officer Grade	₹ 1,50,000	₹ 1,50,000
2	Management Trainee till Senior Manager Grade	₹ 2,00,000	₹ 2,50,000
3	AGM & DGM Grade	₹ 2,50,000	₹ 5,00,000
4	GM till AVP Grade	₹ 3,50,000	
5	VP & Sr. VP Grade	₹ 4,50,000	
6	EVP & President Grade	₹ 4,50,000	

### ii. Group Term Life Insurance Policy

Sr No	Designation/ Grade	Group Term Life Insurance Coverage
1	Fixed Term Employee till Technician Grade	₹ 12,00,000
2	Trainee Assistant till Senior Officer Grade	₹ 15,00,000
3	Management Trainee till Sr. Executive Grade	₹ 30,00,000
4	Assistant Manager till Marketing Manager Grade	₹ 50,00,000
5	A.G.M till A.V.P Grade	₹ 75,00,000
6	VP till President Grade	₹1,00,00,000

- iii. **If you are part of the Marketing team, you shall be entitled for sales incentive as per company policy**

**Annexure – II (Documents required on joining day)**

This is in reference to our offer letter, you are requested to carry in original as well as photocopies of below mentioned documents (as applicable to you).

Sr. No	Description	Documents
1	Educational certificates	All Mark sheets and Degree certificates (X, XII, Graduation, Post-Graduation)
2	Professional Qualification (If applicable)	Any relevant Mark sheets, and Certification.
3	Proof of Birth	Birth certificate or School Leaving certificate.
4	Compensation details of Last employer*	Last 3 months Salary slips or Appointment letter or Increment letter
5	Reliving details of last employer*	1. Resignation acceptance copy 2. Reliving letter 3. Experience certificate
7	National Identity Proof	1. Pan Card  2. Aadhar Card.
8	Latest Photograph	5 passport size photos.
9	Residential address proof (permanent as well as present)	Passport or Voter ID or Electricity bill or Telephone bill or Rent Agreement (Any one)
10	Photo Identity	Valid License or Valid Passport

		(Any one)
11	Employee Group Term Life Insurance Nomination details	One copy each of Nominee :  1. Aadhar Card 2. PAN Card  3. Blank Cheque or Passbook copy

\* Not applicable in case of Fresher Candidate.

*This is a System generated offer letter and hence does not require any signature*



Ref: OL/2021-22/706  
17 January 2022

Rajashri Prakash Devshette

Dear Rajashri Prakash Devshette,

### OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Trainee**” in “**Medicinal Chemistry**” department at “ ” Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 240000** (Two Lakh Forty Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company’s standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**

Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:

- Copy of the Offer Letter.
- Aadhaar Card, PAN Card
- Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
- Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
- Latest three months’ Pay Slips from the previous employer and Increment Letter, if Applicable.
- 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
- Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
- P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
- Appointment Letter of previous organization
- Last 6 months bank statement of the salary account.

#### Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.

- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

You are hereby requested to confirm the date of joining within 7 working days from the date of offer issued along with the resignation acceptance from your current employer, after the completion of pre-employment medical check-up.

This Offer is valid till **24 January 2022**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **M Malavika** on **7358762281** or mail to **malavika.m@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.



Yours sincerely,  
Rajesh Vinodrai Naik  
Vice President & Global Head – Human Resources  
SAI LIFE SCIENCES LIMITED

**ANNEXURE I**

Name of the Associate	Rajashri Prakash Devshette
Designation, Department & Level	Trainee , Medicinal Chemistry &
CTC	240000

<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Per Annum</b>	<b>Per Month</b>
<b>A Monthly Components</b>		
Basic	180000	15000
Bonus	36000	3000
Special Allowance	2400	200
<b>Total A</b>	<b>218400</b>	<b>18200</b>
<b>B Annual benefit</b>		
Provident Fund	21600	1800
<b>Grand Total</b>	<b>240000</b>	



## ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

### On Previous day

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

### On the day of check-up

- Do not eat anything. Observe fasting.
- Report to the SRL Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2021-22/706

Dear SRL Team,

Kindly conduct the pre-employment medical test for Mr.Rajashri Prakash Devshette and send a soft copy of the report to and the hard copy to Our Address:  
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,  
Near Kothaguda Cross Roads, Spar Supermarket building,  
Hyderabad – 500034.

Paste Recent Photo

**Client code: -**

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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**Test Code:**

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences



Authorized Signatory

\*\*This is Computer generated Sheet and signature not required\*\*



# Sun Services

Customised research services

## Appointment Letter

<REF NO: SS/HR/0221/#001>

11<sup>th</sup> feb, 2021

Fatima Shabudin Shaikh  
½ nali, Pune

**Subject:** Letter of Appointment

Dear Ms. Fatima Shaikh

This has reference to your application and subsequent interviews you have had with **Sun Services, Pune**. We are pleased to appoint you as **CRC (Clinical Research Co-Ordinator)** based at **various locations in Pune**. Your employment will be governed by the following terms and conditions:

**1. Training Period**

You will be with us for training period of 3 months. On the basis of demonstrated results and effectiveness of performance salary will be structured as per the policy of the Company

**2. Working Hours**

Your working hours will be 10 am to 6:30 pm as per the current company policy. The company observes a 6-day work week.

**3. Date of Appointment**

Your date of appointment as per company records is **13/02/2021**

**4. Leave**

You will be governed by the current Leave Policy i.e. 12 leaves per year with prior notice of 2 days to your superior.

**5. Travel**

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

**6. Responsibilities**

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

**7. Notice Period**

This appointment may be terminated by company side by giving **one months'** notice or **one months'** salary in lieu of notice period.

**8. Transfer**

You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in **Pune**. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

**9. Conflict of Interest**

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

**Address:** - "Sun Services", Flat No 8, 56/13/8 Eagle Nest, Near Bhaji Mandai, Wadgaon Sheri, Pune 411014.

**Contact:** - 09373080136

**e-mail:** - sagar.sunservices@gmail.com





## Appointment Letter

<REF NO: SS/HR/0221/#001>

11<sup>th</sup> feb, 2021

Fatima Shabudin Shaikh  
½ nali, Pune

**Subject: Letter of Appointment**

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**3. Date of Appointment**

Your date of appointment as per company records is **13/02/2021**

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In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

**7. Notice Period**

This appointment may be terminated by company side by giving **one months'** notice or **one months'** salary in lieu of notice period.

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

**Address: - "Sun Services", Flat No 8, 56/13/8 Eagle Nest, Near Bhaji Mandai, Wadgaon Sheri, Pune 411014.**

**Contact: - 09373080136**

**e-mail: - sagar.sunservices@gmail.com**

30/ 12/ 2021

**Subject: Appointment for post of Assistant HR & Admin**

Dear,

**Ms. Anuja Shinde**

We are pleased to offer you, the position of "Assistant HR & Admin" with Zion Pools on the following terms and conditions:

### **COMMENCEMENT OF EMPLOYMENT**

Your appointment is commencing from 30<sup>Th</sup> December 2022 and you will report to Zion Pools Office.

Your appointment will be subject to a probation period of 6 months from the date of your joining.

### **Job title**

Your job title will be assistant HR & Admin, and you will be reporting to Mrs. Justina John, HR & Admin

Salary reviews and re-fitments will always be subject to the schedules as may be implemented by the Company from time to time.

As per your performance, Please note that the salary structure of the Company may be altered/modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered or modified from time to time. Further, salary, allowances and all other payments or benefits will be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source.

You are requested to note that processing of monthly pay will be subject to your submission of a Permanent Account Number (PAN) card. In case you do not have a Permanent Account Number, please initiate the application process for the same immediately and carry the acknowledgement issued by the Income Tax authorities with you on the date of your reporting to duties. A copy of the acknowledgement would need to be submitted by you for our records.



# VISWA LABORATORIES PVT. LTD.

CIN NO. U74999PN2014PTC150978

Regd Office : FL No. - F/312, Daffodils Magarpatta City, 3rd Floor, Hadpasar, Pune - 411 028.

Factory : Plot No. :- D-35, M.I.D.C. Kurkumbh, Tal. Daund, Dist. Pune - 413 802 (Maharashtra)

Email id : vishnuhainor@yahoo.co.in Mobile No. : 8600178144 / 9833305564

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01<sup>st</sup> June 2022

## Joining Letter

Mr. Omkar Hulge  
At/Post – Korti, Tal – Karmala,  
District – Solapur, Maharashtra, India.  
Mob: +91- 9850349571

**Dear Mr. Omkar,**

We are pleased to appoint you as a "Trainee – Microbiology" with Viswa Laboratories Pvt Ltd.  
On the terms and conditions given below:

1. You will be on probation for a period of one year from 01/06/2022
2. **Place of posting**

You will be posted at [Kurkumbh, Maharashtra]. You may however be required to work at any place of business which the company has, or may later acquire.

3. **Acceptance of our offer**

Please confirm your acceptance of this contract of employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

For Viswa Laboratories Pvt.Ltd.



Director  
(Dr. Vishnu B Hainor)





# Microbiology Dept.Placement 2021-22



**YASHASWI**

NEEM Trainee Reg.No. : YAS111892  
2021

Date :- 19-Feb-

## NEEM TRAINEE CONTRACT LETTER

To,  
Mr. Somnath Devare,  
At-Shelgaon,  
Osmanabad, Maharashtra,  
India - 413505.

Dear Mr. Somnath,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Serum Institute Of India Pvt Ltd, Pune" subject to the following terms and conditions :

1. The Period of training shall be **24** months with start date **19-Feb-2021** and end date **18-Feb-2023**.
2. You will be paid consolidated monthly stipend of **Rs. 14,000** /-
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. 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.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. 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 Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
  - i. If you secure gainful employment (on production of copy of the appointment letter) and
  - ii. 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).
  - iii. Absent from on the job training for more than 3 days without permission.
  - iv. Any kind of disciplinary issue
  - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

**YASHASWI ACADEMY FOR SKILLS**

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA.  
T : +91. 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN  
CIN : U80903PN2014NPL151080



PTR NO. F7911-KOLHAPUR R.NO. MAHA 8022-KOLHAPUR  
**Sant Gajanan Maharaj Rural Hospital & Research**  
**Centre Mahagaon, Tal- Gadhinglaj, Dist- Kolhapur**  
Phone: 02327-275581, 275181, 276025, 275580, 200238, 216084.

FOUNDER CHAIRMAN

Ref.No. - SGMRH&RC / 29 - 20164

DATE: 28/5/21

APPOINTMENT ORDER

To,  
Ms. Gadavi Sanjivani Mahesh

**Subject:** Appointment to the post of **Lecturer** in DEPT of DMLT of Sant Gajanan Maharaj Rural Polytechnic Mahagaon, site Chinchewadi, Tal: Gadhinglaj, Dist: Kolhapur.

With reference to your application dated 18/08/2021 and interview held by local committee and recommendation received from the same committee, the undersigned is pleased to inform you that you have been offered the post of **Lecturer** in DEPT of DMLT Sant Gajanan Maharaj College Rural Polytechnic Mahagaon, site Chinchewadi, Mahagaon, w.e.f. 06/09/2021 on the following Terms & Conditions

1. Your appointment is PURELY ON LOCAL/AD-HOC BASIS FOR ACADEMIC YEAR, 2021-22 (for a period of 06/09/2021 TO 30/07/2022) against the present vacancy existed. After the expiry of the period, the offer shall automatically stand terminated.
2. You will be paid a Basic Pay Rs.10,000/- PM From the date of your joining. You Will also be entitled to get dearness allowance, HRA, etc. at the rates prescribed by the Board of Governors of the institute from time to time.
3. Your appointment is co-terminus basis hence, if regular selection process took place during the period of your appointment, it will stand cancelled and you shall not have any sort of claim to the post, you hold during the tenure of this offer.
4. your appointment will be subjected to such service rules and regulation as prescribed and applicable to you, vide the provisions of University and State Govt. of Maharashtra, with its amendment, from time to time and specifically, as formulated by the Trust /Management and HR Manual of college. The institute reserves the right to amend /alter/modify/vary the terms and condition of services, which shall be binding upon you.





PTR NO. F7911-KOLHAPUR R.NO. MAHA 8022-KOLHAPUR  
**Sant Gajanan Maharaj Rural Hospital & Research**  
**Centre Mahagaon, Tal- Gadhinglaj, Dist- Kolhapur**

Phone: 02327-275581, 275181, 276025, 275580, 200238, 216084.

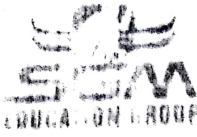
ADV. Dr. ANNASAIHER D. CHAVAN AGALAVE  
**FOUNDER CHAIRMAN**

Ref.No.- SGMRH&RC /20 -22 164

DATE: 08/5/20

5. The Management reserves the right to amend , modify , alter or vary the term and condition of services applicable to the employee including pay scales , which if and when if and when modify, altered or varied will be binding on you and shall abide by the rules and regulations as laid down by the Sanstha from time to time.
6. You will submit the originals as certified true copies of relevant testimonials such as mark sheets, experience, caste certificate if any etc. at the time of joining
7. You will have to undergo medical examination by the approved Medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties.
8. You shall not involve yourself in and actually associate with any social and /or political activities that shall be detrimental in any way to the institute and to the society.
9. You will not apply for an outside post during the period of your appointment without prior permission of the director. You will be required to give a written undertaking to the effect.
10. The appointee shall not be permitted to resign from his/her post during the academic session without three months prior notice in writing or one month's emoluments in lieu thereof. Also will be relieved only after completion of formalities related to academics and other duties assigned before leaving.
11. It is obligatory to you to do such work (which will be assigned to you by Management of the institute or its representative from time to time) in the institute or outside , that pretends to and has bearing upon the smooth running or improvement of the institute. You may be given an additional work, suitable to your position.
12. The appointment is FULL TIME ONE , hence does & will not permit you engage yourself in any outside business or other outside work either with or without remuneration , without the express sanction of the authorities of the institute ; also you should not engage yourself in any private tuition classes.
13. You will be required to carry out all work related to academic program, Extra - curricular activities ,laboratory development , maintenance of equipment , R & D work and administration work assigned to you by the Principal & Authority , from time to time.
14. You shall be binding to ensure all possible steps for prevention of RAGGING in the campus and also to report to the authorities of the institute , immediately.





**Sant Gajanan Maharaj Rural Hospital & Research  
Centre Mahagaon, Tal- Gadhinglaj, Dist- Kolhapur**

Phone: 02327-275581, 275181, 276025, 275580, 200238, 216084.

FOUNDER CHAIRMAN

Ref.No. SGMRR&RC /20 -22 163

DATE: 28/3/24

15. You will be Required to produce authentic proof regarding date of birth , qualification , caste validity ( in case of category candidates ) experience etc. before joining.

16. You will be Required to organize workshop for the students to prepare them for competitive exams in UPSC ,MPSC ,(PWD , WRE).

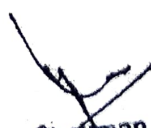
You are Required to communicate /submit the formal acceptance of your appointment - cum -resumption to the Registrar within SEVEN DAYS from the date of this offer ; if your acceptance - cum-resumption is not received within the specified , the said appointment shall be treated as cancelled.

Copy -

1. The concerned  
For acceptance and joining
2. The Head, Dept. of DMLT
3. The Accounts,  
For information
4. ESTT , SGM Poly /PF  
For records,
5. The Chairman /Office of the Management

For necessary information / approval, in the proceeding.

Page 03 of 03

  
Chairman  
Sant Gajanan Maharaj Rural  
Hospital & R. C. Mahagaon  
Tal. Gadhinglaj, Dist. Kolhapur





# Pune District Education Association, Pune

48/1 A, Erandavana, Paud Road, Pune- 411 038

Email :- [honsecretary@pdeapune.org](mailto:honsecretary@pdeapune.org) Web :- [www.pdeapune.org](http://www.pdeapune.org)

O.No:- PDEA/EST-8/App./2021-22/ 161-12

Date: 31 DEC 2021

## Order of Appointment

Inward No. 422-14 dt. 31/12/21

Remarks

For Follow up

For Information

For Records

Smt. Kharade V.S.

To,.

Smt. Ashwini Balvant Kale

A/P- Fursungi

Tal- Haveli Dist- Pune.

In response to your application, I am pleased to inform you that you are hereby appointed as a Lecturer in Microbiology (Non- Grant Department) at Annasaheb Magar College, Hadapsar, Pune- 28 of Pune District Education Association, Pune purely on temporary basis for a period from 21/10/2021 to 30/04/2022 Basic + DA = Rs.6,300/- and Other Allowance = Rs.2700/- all aggregating to total salary of Rs. 9,000/- (Rupees nine thousand only ) per month.

Your appointment is subject to the following service terms and conditions :-

1. Your appointment is on a full-time basis & purely temporary and after the expiry of the said period, your services shall stand terminated automatically.
2. Your services will be governed by the Society rules & regulations.
3. Your appointment may be terminated at any time by giving seven days notice.
4. You are not entitled to vacation or any leave other than casual leave.
5. You shall submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste validity certificate, change of name certificate (if any), etc. as the case may be, before joining the duties.
6. You will have to submit (a) Two passport size photographs (b) Character certificate from two eminent persons, one of them should be a Government Gazetted Officer and (c) Discharge Certificate from pervious employer (if any) before joining duties.
7. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon, within one month form the date of joining. The appointment is provisional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
8. If you are found absent continuously for more than 15 days without permission, your service shall stand terminated automatically. If you are found guilty of violation of any rules and regulations of the society, your service shall be terminated.
9. You have to communicate your acceptance to the Management within seven days from the date of receipt of this order , failing which your appointment is liable to be cancelled.
10. The PDEA is reserving the right to review and to take necessary action warranted (in the present COVID-19 pandemic situation) in the case of salary payable as mentioned in this appointment order.

Hon.Secretary

Pune District Education Association,  
Pune-38.

Copy forwarded for information and necessary action to :-

The Principal, Annasaheb Magar College, Hadapsar, Pune- 28.

He/She is informed to report to this office immediately the date on which the above person joins his/ her duties.





# Pune District Education Association, Pune

48/1 A, Erandavana, Paud Road, Pune- 411 038

Email :- [honsecretary@pdeapune.org](mailto:honsecretary@pdeapune.org) Web :- [www.pdeapune.org](http://www.pdeapune.org)

O.No:- PDEA/EST-8/App./2021-22/ 161-13

Date: 31 DEC 2021

## Order of Appointment, Id No 422-15, dt 31/12/21

To,  
Smt Anjali Omnath Kamshetty  
Sr.No.5, Sambhaji Chowk, Near R.K.  
Industries, Keshavnagar, Mundhwa,  
Pune- 411 036.

Remarks  
For Follow up Smt: Kharade v.s.  
For Information  
For Records  
Registrar Principal

In response to your application, I am pleased to inform you that you are hereby appointed as a Lecturer in Microbiology (Non- Grant Department) at Annasaheb Magar College, Hadapsar, Pune- 28 of Pune District Education Association, Pune purely on temporary basis for a period from 21/10/2021 to 30/04/2022 Basic + DA = Rs.6,300/- and Other Allowance = Rs.2700/- all aggregating to total salary of Rs. 9,000/- (Rupees nine thousand only ) per month.

Your appointment is subject to the following service terms and conditions :-

1. Your appointment is on a full-time basis & purely temporary and after the expiry of the said period, your services shall stand terminated automatically.
2. Your services will be governed by the Society rules & regulations.
3. Your appointment may be terminated at any time by giving seven days notice.
4. You are not entitled to vacation or any leave other than casual leave.
5. You shall submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste validity certificate, change of name certificate (if any), etc. as the case may be, before joining the duties.
6. You will have to submit (a) Two passport size photographs (b) Character certificate from two eminent persons, one of them should be a Government Gazetted Officer and (c) Discharge Certificate from pervious employer (if any) before joining duties.
7. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon, within one month form the date of joining. The appointment is provisional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
8. If you are found absent continuously for more than 15 days without permission, your service shall stand terminated automatically. If you are found guilty of violation of any rules and regulations of the society, your service shall be terminated.
9. You have to communicate your acceptance to the Management within seven days from the date of receipt of this order , failing which your appointment is liable to be cancelled.
10. The PDEA is reserving the right to review and to take necessary action warranted (in the present COVID-19 pandemic situation) in the case of salary payable as mentioned in this appointment order.

Hon.Secretary

Pune District Education Association,  
Pune-38.

Copy forwarded for information and necessary action to :-

The Principal, Annasaheb Magar College, Hadapsar, Pune- 28.

He/She is informed to report to this office immediately the date on which the above person joins his/ her duties.

## JOINING REPORT

(For the employee who is Appointed / Transferred)

To,  
The Hon. Secretary,  
Pune District Education Association, Pune  
48/1A, Erandawana, Paud Road, Pune-411038.

Sir, PDEA] EST-8/APP./2021-22/161-13  
With reference to your order No. \_\_\_\_\_ Date 31 DEC 2021

regarding my appointment / transfer as a Full time / ~~Part time~~ Lecturer in  
(Designation)  
the ~~School~~ / College of Pune District Education Association at  
Annasaheb Magar College, Hadapsar, Haveli Pune<sup>28</sup>  
(Institute Name) I beg to state that I  
am glad to accept this order as per the conditions and Salary mentioned in the above  
referred order. I have joined the duties in the above ~~School~~ / College  
on 21/10/2021 ~~before~~ / ~~after~~ / during the office hours.  
(Date)

I do hereby agree to abide the rules, regulations and statutory as well as  
administrative conditions of the service laid down by the Government and the Association.

Further, I do agree to serve the Institute to the best of my ability, knowledge and  
sincerity for the overall development of the Institute wherever you give me the opportunity to  
serve in the various capacities in the years to come.

Date: 01/01/2022

Full Name: Anjali Omnath (UID No. \_\_\_\_\_) Kamashetty

Your's Faithfully,

Address: Sr. No. 5, Sambhaji chawk,  
Keshavanagar Mundhwa Pune 36. (Signature of Employee)  
Anjali

(For office use)

Submitted through the

Head Master/Principal, \_\_\_\_\_

It is reported that Shri./Smt. \_\_\_\_\_

Qualification \_\_\_\_\_ has joined his / her duties as \_\_\_\_\_

in this Institute on \_\_\_\_\_ before / after / during the office hours.  
(Date)

Outward No.

Your's Faithfully,

Date :-

Principal / Headmaster





To,  
Mr Akash Pandurang Parahar  
S No.97/2A, House No.946, Dhare Banglo Manjari Budruk,  
Pune, Maharashtra - 412307.

Code : 18662  
Grade : SL2

Department : Claims & MRR  
Location : Head Office

### Appointment Letter

Dear Mr Akash,

We are pleased to appoint you as a **Sr. Executive**, in Grade **SL2**, in the **Claims & MRR Department** of our Company with effect from **22nd March, 2022** on the following terms and conditions:

#### 1. Appointment:

- a) **Probation:** You will be on probation for a period of three (03) months from the date of your joining. During the probation period your services can be terminated without assigning any reason whatsoever, by giving to you one (01) days' notice or seven (07) days' notice in writing or seven (07) day's salary in lieu of it.
- b) **Confirmation:** After successful completion of your probation, you will be confirmed in the services of the Company provided that your work and conduct are found to be satisfactory. You will be informed in writing about your confirmation into the services of the Company. In case of unsatisfactory performance, your probation period is deemed to be automatically extended and you will remain on probationer status till such time as a written confirmation letter is issued to you by the Company. Confirmation cannot be deemed to have been granted in absence of a Confirmation Letter issued by the Company to you in writing. In case of your continued nonperformance despite extension/s in your probation period, then, the Company reserves the right to terminate your services forthwith during the probation period or in any of its extension thereof, in line with the previous clause as above.
- c) **Termination:** During your tenure, and after confirmation, if the Company wishes to terminate your services with cause, if you are found guilty of non-performance, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by us to be detrimental to our interests, or violation of one or more terms of this Appointment Letter, your employment may be terminated without providing you with any notice.
- d) If you intend to leave the employment of the Company, you will have to give one month's notice in writing in advance and/or one month gross salary in lieu thereof. The Company may refuse to accept notice pay and in those circumstances you will be required to serve for the full notice period. Similarly, if the Company wishes to terminate your services (without cause), the Company will give you one month's notice in writing in advance 'Or' one month gross salary in lieu thereof and terminate your services.
- e) **Single Occupation/Conflict of Interest:** You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, professional practice /consultancies /advisories/practitioner whichever is applicable to you in any way as a part time job during the period of employment of our organization without prior written permission / No Objection in writing from the competent authority of the management which will only be sanctioned/issued against a written application submitted by you and provided it is not inconsistent/ and /or against the business interests of the organization and does not create any conflict of interests or risks to the Companies [business] interests.


2. **Remuneration:** Your remuneration details are enclosed as **Annexure - I**.

3. Your joining is subject to submission of the following documents:

- a) Permanent & Temporary address proof of your residence along with your Telephone & Mobile numbers.
- b) Acknowledged/accepted Resignation/Relieving letter from the previous organization.
- c) Proof of Date of Birth, Experience, Academic/Technical/Professional Educations /Qualifications.
- d) Five Passport size colour Photographs.
- e) Blood Group detail.
- f) Photocopy of PAN Card and Aadhaar Card.
- g) Father's and Mother's Permanent Address with Relevant Govt. ID Proof [Aadhaar Card, Electricity/ Telephone Bill, Passport, Driving License, Election Commission ID Card, Ration Card with address, Bank Passbook with address (Any 1)]
- h) Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

IRDAI Registration No. : 005



 <b>Linq Labs</b> <small>A change initiative</small> <small>For the unique you</small>	LINQ LAB/FORM/HR/CA/CO/01/18
	Effective Date: 23 <sup>rd</sup> September 2021

## CONTRACT AGREEMENT

This Contractual Agreement (the "Agreement" or "Contract Agreement") states the terms and conditions that govern the contractual agreement between

**Linq Therapeutics Pvt. Ltd** having its principal place of business at **Taboot Street, Near J.J. Garden Camp, Pune 411001** (the "Client"),

And

**Mr. /Ms. Poonam Pundalik Patane** appointed as "**Research Technician**" for **Microbiology Project** who agrees to be bound by all clauses of this Agreement. The appointee should submit all certificates for examinations passed at the time of joining the duty

NOW, THEREFORE, In consideration of the mutual covenants made by the parties hereto, the Research Technician and the Client (individually, each a "Party" and collectively, the "Parties") covenant and agree as follows:

### 1. AGREEMENT PERIOD TERMS

This Agreement shall begin on 23 September 2021 to 31 March 2022. Either Party may terminate this Agreement for any reason with 30 days written notice to the other Party.

### 2. COMPENSATION

In consideration for the Services of the consultant, total cost to company will be Rs. Four Hundred Only (Rs.400/-) for per day working calculated after completion of successful training and competence for the study.

The compensation will be subject to deduction of TDS as per the in force tax deduction rates. (As of now Prevailing rate for TDS is 10% of professional fees).

### 3. INTELLECTUAL PROPERTY RIGHTS IN WORK PRODUCT

The Parties acknowledge and agree that the Client will hold all intellectual property rights in any work product resulting from the Consulting Services including, but not limited to, copyright and trademark rights. The Technique specialist agrees not to claim any such ownership in such work product's intellectual property at any time prior to or after the completion and delivery of such work product to the Client.



**4. CONFIDENTIALITY**

The Technique specialist shall not disclose to any third party any details regarding the Client's business, including, without limitation any information regarding any of the Client's customer information, business plans, or price points (the "Confidential Information"),

ii) make copies of any Confidential Information or any content based on the concepts contained within the Confidential Information for personal use or for distribution unless requested to do so by the Client, or

iii) Use any Confidential Information other than solely for the benefit of the Client.

**5. NON-COMPETITION**

During the term of this Agreement and for Twelve months thereafter, the Technique specialist shall not engage, directly or indirectly, as an employee, officer, manager, partner, manager, Technique specialist, agent, and owner or in any other capacity, in any competition with the Client or any of its subsidiaries, including any company engaged in similar kind of business and or in direct competition of the client.

**6. NONSOLICITATION OF CUSTOMERS**

During the term of this Agreement and for Twelve months thereafter, the Technique specialist will not, directly or indirectly, solicit or attempt to solicit any business from any of the Company's clients, prospects, employees or contractor

**7. NONSOLICITATION OF EMPLOYEES**

During the term of this Agreement and for term thereafter, the Technique specialist will not, directly or indirectly, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any of the Company's employees, or contractors for work at another company.

For Linq Therapeutics Pvt. Ltd

*Private*  
 Authorized Signatory

<sup>3</sup>  
*Poonam*  
 Accepted By

Name Poonam Pundlik  
 Padane.



## CONTRACT AGREEMENT

This Contractual Agreement (the "Agreement" or "Contract Agreement") states the terms and conditions that govern the contractual agreement between

**Linq Therapeutics Pvt. Ltd** having its principal place of business at **Taboot Street, Near J.J. Garden Camp, Pune 411001** (the "Client"),  
And

**Mr. /Ms. Ashwini Suresh Patil** appointed as "**Research Technician**" for **Microbiology Project** who agrees to be bound by all clauses of this Agreement. The appointee should submit all certificates for examinations passed at the time of joining the duty

NOW, THEREFORE, In consideration of the mutual covenants made by the parties hereto, the Research Technician and the Client (individually, each a "Party" and collectively, the "Parties") covenant and agree as follows:

### 1. AGREEMENT PERIOD TERMS

This Agreement shall begin on 10 May 2022 to 31 July 2022. Either Party may terminate this Agreement for any reason with 30 days written notice to the other Party.

### 2. COMPENSATION

In consideration for the Services of the consultant, total cost to company will be Rs. Five Hundred Only (Rs.500/-) for per day working calculated after completion of successful training and competence for the study.

The compensation will be subject to deduction of TDS as per the in force tax deduction rates. (As of now Prevailing rate for TDS is 10% of professional fees).

### 3. INTELLECTUAL PROPERTY RIGHTS IN WORK PRODUCT

The Parties acknowledge and agree that the Client will hold all intellectual property rights in any work product resulting from the Consulting Services including, but not limited to, copyright and trademark rights. The Technique specialist agrees not to claim any such ownership in such work product's intellectual property at any time prior to or after the completion and delivery of such work product to the Client.



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The Technique specialist shall not disclose to any third party any details regarding the Client's business, including, without limitation any information regarding any of the Client's customer information, business plans, or price points (the "Confidential Information"),

ii) make copies of any Confidential Information or any content based on the concepts contained within the Confidential Information for personal use or for distribution unless requested to do so by the Client, or

iii) Use any Confidential Information other than solely for the benefit of the Client.

**5. NON-COMPETITION**

During the term of this Agreement and for Twelve months thereafter, the Technique specialist shall not engage, directly or indirectly, as an employee, officer, manager, partner, manager, Technique specialist, agent, and owner or in any other capacity, in any competition with the Client or any of its subsidiaries, including any company engaged in similar kind of business and or in direct competition of the client.

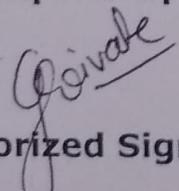
**6. NONSOLICITATION OF CUSTOMERS**

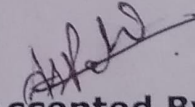
During the term of this Agreement and for Twelve months thereafter, the Technique specialist will not, directly or indirectly, solicit or attempt to solicit any business from any of the Company's clients, prospects, employees or contractor

**7. NONSOLICITATION OF EMPLOYEES**

During the term of this Agreement and for term thereafter, the Technique specialist will not, directly or indirectly, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any of the Company's employees, or contractors for work at another company.

For Linq Therapeutics Pvt. Ltd

  
Authorized Signatory

  
Accepted By

Name Ashwini suresh



January 23, 2022

Ashwini Dilip Shinde  
Anish PG, Hinjewadi Hinjewadi phase-1  
Pune Maharashtra  
411057

Dear Ashwini,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

## **EMPLOYMENT**

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **January 25, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

## **PROBATION**

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

## **PLACE OF POSTING**

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

## **PERFORMANCE OF DUTIES**

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

## **COMPENSATION**

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, Rupees Three Lakh Fifty Thousand Only**. Your cost to the Company (CTC) shall be **Rs.407,320.00, Rupees Four Lakh Seven Thousand Three Hundred Twenty Only** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7<sup>th</sup> day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

## **REWARDING RESULTS PLAN**

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

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

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

## **TERMINATION OF EMPLOYMENT**

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your



employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3 and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

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

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

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of **XLHealth Corporation India Pvt. Ltd.** We are confident that your employment with the Company shall prove mutually beneficial & rewarding, and we look forward to having you join us.

Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

**Ashwini Dilip Shinde**, we thank you for considering **XLHealth Corporation India Pvt. Ltd.** as your future employer! We have bold objectives:

- Improve the lives of others
- Change the landscape of health care forever
- Leave the world a better place than we found it

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**<sup>SM</sup>

For **XLHealth Corporation India Private Limited**



**Shivaprasad Mundakana**  
Director–Human Capital

I accept this letter of appointment on the terms and conditions as described herein.

**ACKNOWLEDGEMENT:**

\_\_\_\_\_  
**Ashwini Dilip Shinde**

**Date:** \_\_\_\_\_

## Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

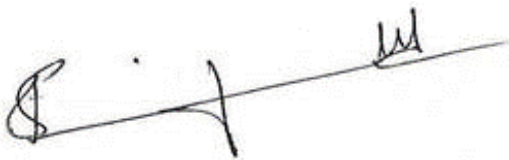
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

## Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

- Highest Degree Certificate OR Highest Qualification Marksheet
- PAN CARD – In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'
- Date of Birth Proof – Class Xth Certificate
- 6 passport size photographs
- Relieving letter / Experience letter for your immediate last employment Incase the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance
- Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer
- Copy of AADHAAR CARD – In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'
- Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink, consisting of a stylized 'S' followed by a horizontal line and a small flourish at the end.

## Appendix 3

### STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

**This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.**

#### 1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

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

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

#### 2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

#### 3. NON-COMPETITION

**(3.1)** You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

**(3.2) Notification Requirement.** Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in writing of any change in your address and of each new job or other business activity in which you plan to engage, at least 30 days prior to beginning such job or activity. Such notice shall state the name and address of any new employer and the nature of your position/designation.



#### **4. INTELLECTUAL PROPERTY RIGHTS**

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

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company. You shall not use the name and/or logo of the Company for any purpose whatsoever nor shall you use any copyright, patent, trademark, trade name, register design or any other like right vested in the Company except for performing services stipulated in the letter of appointment.

#### **5. DISCIPLINARY ACTION PROCEDURE**

Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee shall be regarded as a disciplinary or capability matter. Your immediate superior shall normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be dealt in the manner set out under the Company's regulations/policies.

#### **6. COMPANY'S REGULATIONS/POLICIES**

You shall abide and be bound by the Company's regulations/policies, and the same shall form part of this letter of appointment. The Company's regulations/policies may be changed/amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You shall also carry out and abide by any instruction, policies, 'house rules' and 'office orders' issued by the Company from time to time.

#### **7. TERMINATION OF EMPLOYMENT**

7.1 During Probation period either the Company or you may at any time terminate your employment with the Company without cause, by giving in writing to the other party, **One Month's** notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition set forth in section 7.6 of the Appendix 3 below.

7.2 After completion of the Probation period, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, notice of 30 days or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

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

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

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

## **8. REPRESENTATION**

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

## **9. INTERPRETATION-**

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

## **10. DISPUTES**

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

## **11. WAIVER OF BREACH**

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

## **12. Employee Personal Information**

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, record maintenance and payroll administrators), legal counsel, regulatory authorities, potential or future employers and potential purchasers of the Company or the business in which you work provided that the transfer is for one of the purposes referred to above, even where the recipient of the data is located in a country or territory which does not maintain adequate data protection standards but where the Company has nevertheless installed reasonable technical safeguards to avoid unauthorized access.

12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries and territories which do not maintain adequate data protection standards. For the purposes of this consent, "Personal Data" includes, but is not limited to: name, address and contact details, date of birth, marital status, educational background, employment application, history with the company, job title, areas of expertise, details of salary and benefits, social security number, bank details, performance appraisals, salary reviews, records relating to holiday and other leave, working time records, details of any shares of common stock or directorships of the Company or any other member of the UnitedHealth Group held by you, details of all stock options, phantom stock options, or any entitlement to shares of common stock of the Company or any other member of the UnitedHealth Group awarded, cancelled, exercised, vested, unvested or outstanding in your favor and other management records. Personal Data also includes Sensitive Personal Data relating to your health (including information in the employee medical questionnaire, records of sickness absence, medical certificates and reports).

### 13. OTHERS

13.1 You shall be bound by the Company's regulations/policies, and all other rules, instructions, and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Company's regulations/policies, rules, instructions, etc. were part of this letter of appointment. In case of any conflict between this letter of appointment and Company's regulations/policies, the terms and conditions herein shall override/prevail.

13.2 You shall inform the Company as soon as possible about any change in your residential address.

13.3 **Survival:** Section 1, 2, 3, 4, & 12.3 shall survive the termination of this letter of appointment.

A handwritten signature in black ink, consisting of a stylized first letter followed by a series of loops and a final flourish.



**Read Over and Acknowledged**

**I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.**


**Candidate Full Name:**

**Date:**



CN032247679

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : GENNOVA BIOPHARMACEUTICALS LIMITED (E01222700195)  
with Telephone no. & E-mail address : Plot No. 1&2, ITBT Park, Phase-II, MIDC Hinjewadi,  
Pune, punePune, Maharashtra  
: 020-35070105  
: sanjay.singh@gennova.co.in
- 
2. (a) Name of Apprentice (Block Letters) : SHRIHARI BHIMRAO KALE (A0322133653)  
(b) Father's/Mother's /Spouse's Name : BHIMRAO
3. Address of apprentice : , SOLAPUR , MAHARASHTRA, SOUNDE, Solapur, Maharashtra
4. Gender : Male
5. Date of Birth : 23-10-1990
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : Post Graduate - M.Sc
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Production Machine Operator - Life Sciences
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : Yes  
(b) If Basic Training is exempt - reason for exemption  
(i) Name of the Course : N/A  
(ii) Duration of Training/Course : N/A  
(iii) Name of the Institute : N/A  
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 4464 Hours  
(a) Duration of Basic Training : 376 Hours  
Period of Basic Training : From 11-03-2022 to 07-05-2022  
(b) Duration of On-the-Job Training : 4088 Hours  
Period of On-the-Job Training : From 08-05-2022 to 10-03-2024  
(c) Training Type : Sequential
11. Apprenticeship Training Location : Hinjewadi, Pune  
(a) Name and address of facility where Basic Training is to be provided : YASHASWI ACADEMY FOR SKILLS  
: International Institute of Management Science  
:  
(b) Name and address of the facility where On-the-Job Training is to be provided : GENNOVA BIOPHARMACEUTICALS LIMITED  
Hinjewadi, Pune  
Pune  
Maharashtra
12. (a) Date of execution of contract : 23-04-2022  
(b) Age of Apprentice on the date of execution of contract : 31 years, 5 months and 1 days
13. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount



- (a) During 1st year of training : 15000  
(b) During 2nd year of training : 15001  
(c) During 3rd and 4th year of training : 15002

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

15. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A  
(b) Relationship with the Apprentice : N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
(b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

A blue circular stamp from the Maharashtra Board of Pharmacy, Pune, with the number 411057. To the right of the stamp is a handwritten signature in blue ink.

Signature of the  
Employer with seal

A handwritten signature in black ink, enclosed in a rectangular box.

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN032247679  
(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Auto-Approved

Signature of Registering Authority  
(Apprenticeship Advisor)  
(Registration required for Designation trade only)

## Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.



## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.



# Physics Dept.Placement 2021-22



**Rabbit & Tortoise**  
TECHNOLOGY SOLUTIONS

Rabbit and Tortoise Technology Solutions Pvt. Ltd.  
+91 20 27012345 www.rnt.ai info@rnt.ai

## Letter of Appointment

Date : 1 Aug 2022

Name : Akshay Khupase-Patil  
Designation : Management Trainee  
Date of Joining : 1 Aug 2022  
Location : Pune  
Employee ID : 1468

We would like to congratulate and inform you that, based on our interaction during the interview process & leadership consensus we are pleased to offer you an appointment in our organization as **Management Trainee**.

The opportunity is being provided based on information furnished by you & your medical fitness, which is subject to background verification & check. During the background verification if any discrepancy is found, RNT reserves the rights to review your association with the organization.

The gross emoluments are detailed in Annexure – A.

You are hereby required to agree the Terms and Conditions as described in Annexure – A1.

Please sign and return a copy of this letter as an indication of your acceptance of opportunity.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world class organization. We assure you of our support for your professional development and growth.

Yours truly,  
For Rabbit and Tortoise Technology Solutions

Authorized Signatory

Harshita Darwatkar  
COO





# Rhino Services



**NAME :RAVIRAJ R. DARSHALE**

**DESIGNATION :OPERATOR**

**EMPLOYEE CODE -: RP0307**





Futran Solutions



**Divekar Pravin Mansing**

Recruiter

Emp. ID : FTRN-PUN-0028

D.O.J : 29-Jun-2022

Blood Group : O +ve

Emergency No : +91 9637641542





JAYAWANT SHIKSHAN PRASARAK MANDAL'S

**Jayawantrao Sawant**

**College Of Commerce & Science**

S.No.58 Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone -020-26970886. Email Id:-principaljscs@gmail.com



**Mandhare Komal Amit**

Desig : Lab. Assistant

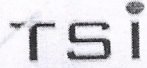
D.O.J : 01/12/2021

Mob. : 9527482806

Add. : Mohammadwadi,  
Hadapsar,  
Pune-411028

**PRINCIPAL**





TRANSACTION SOLUTIONS INTERNATIONAL

SHAPING SECURE PAYMENTS

Control No: 000462

July 30, 2019

Panchal Mahesh Dattatraya  
Sr. No -203 Sahakar Colony  
Sadesatra Nali,  
Hadapsar Pune-28

Sub: Offer Letter

Dear Panchal,

It was a pleasure meeting with you. With reference to your Application and subsequent interview at TSI, we are pleased to offer you the position of Trainee (After completing 6 months of Probation designation changes to Executive) in Grade P with our organization.

We look forward to your joining us at our Pune office on or before 30<sup>th</sup> July 2019.

Your Annual Compensation will be Rs. 1, 55, 000/-

Your employment with us will be governed by the Terms & Conditions of the offer of employment and are detailed in the enclosed annexure.

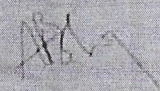
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We assure you of our support for your professional development and growth.

We look forward to you becoming an integral part of our company and wish you all the very best in your assignment.

Kindly endorse your acceptance by duly signing the duplicate copy of this and return to the undersigned by either mailing it or handing it over to us on or before 30 July 2019.

Welcome aboard "Team TSI India".

*For Transaction Solutions International (India) Pvt. Ltd*

  
Archana Bhog  
HR Manager.

1



Annexure 1

Name	Panchal Mahesh Dattatraya	
Designation	Trainee (After completing 6 months of Probation designation changes to Executive) in Grade P	
Grade	P	
Salary Component	155000	
Salary Component	Amount (Per Annum)	Per Month
Basic	112956	9413
House Rent Allowance	0	0
Leave Travel Allowance	732	61
Special Allowance	0	0
Ex-Gratia / Bonus*	24000	2000
Provident Fund Contribution (PF)	13555	1130
Mediclaime Insurance Premium	3756	313
<b>Gross Salary</b>	<b>155000</b>	<b>12917</b>

Note:

1. Statutory deductions like Insurance, Provident Fund, ESI, Professional Tax and Income Tax (if any) will be deducted at Source and will be applicable as per stipulations.
2. As per Statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
3. Additionally, you shall be eligible for gratuity as per the gratuity act, subject to 4.8 years of Continuous employment with the organization.
4. You are covered under Group Medical Insurance for a sum insured of Rs.3, 00,000 /- p.a.
5. You are covered under Group Personal Accident Insurance for Rs.10, 00, 000/- p.a.
6. **Bonus potential**-In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on the goals dependent on earnings of the company. Your target bonus will be equal to 0% -20% of your Annual Gross Salary as mentioned above. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid within 3 months after the close of that fiscal year, but only if you are still employed by the Company at the time of payment. Bonus will be given at sole discretion of Management and will be final and binding.



**B.G. SHIRKE**  
**CONSTRUCTION TECHNOLOGY PVT. LTD.**

**SHIRKE**®

Regd. Office & Factory : 72-76, MUNDHWA, PUNE-411 036 (INDIA)

Tel : (020) 26708100. Fax : (020) 26871612 E-mail : info@shirke.co.in

Website : www.shirkegroup.com CIN : U45201PN1994PTC077340



To,

Date : 31/05/2021

**Mr. ASHUTOSH SURYAKANT KALE**

304/05, Swaraj Park,

Kalepada, Hadapsar,

Pune- 411 028.

Dear ASHUTOSH,

With reference to your application for employment and the subsequent interview you had with us, the management is pleased to appoint you as "SR. ASSISTANT - HR", on the following terms and conditions

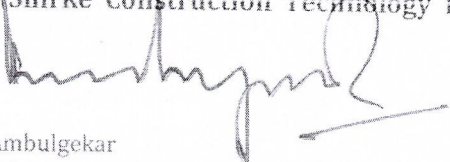
1. Your CTC is attached. (Annexure - I).
2. Your appointment commence from the date of your joining duties i.e. 01/06/2021
3. You will be on **Probation** for a period of **3 months** at the end of which your performance and conduct will be reviewed and based on the same your services are liable to be confirmed or extended or even terminated, at the sole discretion of the company. Confirmation of services will not be deemed to have taken place unless and until, informed to you, in writing. Until such confirmation letter is issued to you, you will be deemed to continue your appointment on probationary basis  
During the probationary period your services can be terminated by without giving any notice in advance and/ or without giving assigning any reasons thereof by the Management.
4. During the period of Probation, you will not be entitled to avail of any leave. However on confirmation, you will be entitled to benefits of leave according to prevailing rules of the company.
5. After confirmation and in the event of your leaving our employment or where the Company desires to terminate your services for any reason whatsoever, the same can be done by giving one month's clear notice in writing or salary in lieu. Any reduction in the notice period or decision to set off accumulated leave against the notice period would be entirely at the discretion of the Management. However no such notice will be required to be given in case your services are terminated for any misconduct. Your failure to comply with this clause shall entail forfeiture of your leave salary, bonuses and discretionary benefits and the company will be at liberty to initiate legal action against you for the recovery of the amount.
6. During the employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the company where you are required to work. Moreover Any rules, regulations and orders promulgated by the company and applicable to employees of your level/ grade, will also be applicable to you.
7. Your appointment is subject to your medical fitness as certified by the Company's Medical Officer.
8. You will attend the work place each day, ontime/sharp at the stipulated duty start timings. You should write the diary daily and furnish assessment to the Superior/Incharge of daily work before you leave work place
9. Your services are transferable by a notice of 24 hours to any project/division, section, branch office, work site etc. of the company or its subsidiary in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations which are prevalent at your new place of posting.
10. You will carry out such duties and responsibilities during such hours as shall be assigned to you from time to time by your superiors.

11. The assignment offered to you is on a 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.
12. You will not, during your employment with the company in terms of this letter, except so far as may be proper in the ordinary course of business and for the interest of the company - or at any time thereafter, divulge or make known any information, secret process or any information in any way whatsoever relating to the company or its business and/or any of its clients / customers and/or any other information or data and materials and/or any sketches, drawings, specifications or data etc., which come to your knowledge relating to the company's construction /manufacturing process or any products or goods, or services in the course of your employment, you shall always maintain strict secrecy regarding any technical or other business information gained or acquired by you or imparted to you in the course of your employment both during or after your employment with the company in terms of this letter .
13. Although your normal work will consist of the duties assigned to you in the capacity of "SR. ASSISTANT - HR", you may at any time be called upon to discharge any other duties which in the opinion of the company are within the capacity of yourself to discharge and you will forthwith undertake to discharge those duties with diligence and care.
14. Any change in your residential address will be notified by you in writing forthwith to the company. All communications will be addressed to you on the last address notified by you and it will be deemed for all purposes that you have received such communications sent to you within the normal time taken by the Postal Authorities.
15. In the unfortunate event of an accident or occupational diseases arising out of and in the course of your employment and resulting in personal injury ,illness or the death, you or your family members will be eligible for the payment of compensation as applicable under the Employees Compensation (Amendment) Act 2017
16. You shall retire from the services of the company on attaining the age of 58 years. However, it would be open for the company to terminate your employment at any time in the event of your becoming medically unfit and thus being unable to discharge your duties properly, of which company shall be the sole judge, for any period longer than three months.
17. Your appointment is subject to your producing all the documentary evidence and certificates (in original) of your age and qualifications and other details as stated by you in the Employment Application Form.
18. Upon the cessation of your employment you will return to the company all tools, spares, documents and any other article and/or copies thereof belonging to the company which may at the time be in your possession.
19. It is clearly understood and agreed that if any statement made by you in your application is found to be false or erroneous and/or any omission which tends to mislead the company it will be sufficient cause for termination of your service with the company at any time during your employment.
20. Your appointment will be subject to the general service rules, terms and conditions of the company at present in force, which have been explained to you and also to the modified service conditions as and when they are brought into the effect.

Please return the copy of this letter duly signed in token of your acceptance of this letter. We take this opportunity to welcome you to the organization and hope that your association with us will prove to be of mutual benefits.

Thanking you,

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

  
Prashant Ambulgekar  
Vice President - HR.

I have carefully read the terms and conditions of my employment and I have understood the same and accept them entirely.

SIGNATURE OF EMPLOYEE.



31/05/2021

Name : Mr. ASHUTOSH SURYAKANT KALE  
Designation : SR. ASSISTANT - HR  
Department / Site : H R D (26)  
Grade : SS-2  
Joining Date : 01/06/2021

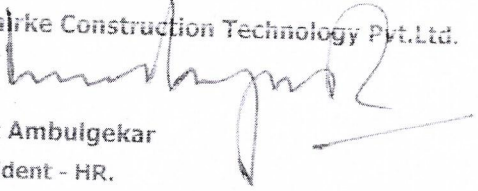
**CTC Structure Annex - I**

<b>A. Monthly</b>	<b>Amt. in Rs. PM.</b>
Basic	
HRA	6280
Personal Pay	1884
Education	6536
Medical	200
<b>Total(A)</b>	<b>800</b>
	<b>15700</b>
<b>B. Yearly</b>	
Bonus / Ex-Gratia pm	
<b>Total(B)</b>	<b>1400</b>
	<b>1400</b>
<b>C. Retirais :</b>	
PF @12% of Basic	
Gratuity (As Per Law)	754
<b>Total(C)</b>	<b>302</b>
	<b>1056</b>
<b>Total A + B + C</b>	<b>18156</b>

1. The Bonus/Ex-gratia is paid annually during the Diwali festival time, for the Financial Accounting Year. However, the same amount shall be paid only to the employees who are on the role of the company at the time of disbursement of the this bonus or ex-gratia amount. However in case of the left employee that too whose basic salary is less than 21000 rupees per month may be paid bonus as per the Bonus Act.
2. Gratuity and PF. are as per the Government Rules.
3. Medical expenses to be supported by the bills to that extent and the same will be reimbursed.

Please note that, the Management reserves the rights to alter, modify or change the CTC structure, if required.  
Thanking you,

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

  
Prashant Ambulgekar  
Vice President - HR.

Mr. Ashutosh Suryakant Kale  
HR Dept; H.O. (26)  
Employee No. 15609

07.09.2021

Dear Mr. Ashutosh,

The Management is pleased to inform you that, your services as 'Sr. Assistant - HR' in Grade 'SS-2' & have been confirmed wef. 01.09.2021 and your upward revised salary wef. 01.09.2021, is as under :-

**CTC Structure**

A. Monthly		Amt.in Rs.PM.
Basic		7,120
HRA		2,136
Personal Pay		8,244
Educational Allowance		200
Medical Reimbursement		800
Total (A) :		18,500
B. Sodexo Copons		0
Total (B) :		0
C. Yearly		
Bonus / Ex-Gratia pm.		1,400
Total (C) :		1,400
D. Retirals :		
PF @12% of Basic		854
Gratuity (As Per Law)		342
Total (D) :		1,197
Total A + B + C + D :		21,097

The other terms and conditions of your Appointment Letter & CTC Structure (Annex-I) dated 31.05.2021, remain unchanged.

Please note that, the Management reserves the rights to alter, modify or change the CTC Structure, if required.

We hope that you will continue to work with the same zeal and vigor.

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

Prashant Ambulgekar  
Vice President - HR.



201093

# Rajarambapu Institute of Technology

DIPLOMA WING (Second Shift) (DN 6214, MSBTE 1740)  
(Approved by AICTE, New Delhi, DTE Mumbai, Govt of Maharashtra, Affiliated to MSBTE, Mumbai.)

DIP/2016/84-1/2020-21

Date: 2 JAN 2021

## Specific Period Appointment Order

To,  
Ms. Sumita Surykant Patil,  
A.P. Kurlap, Tal- Waiwa,  
Dist-Sangli.

Sub-ApPOINTment for the post of Lecturer Physics, Science and Humanities Department in Diploma.

With reference to your application and subsequent interview, the management is pleased to inform you that, you have been appointed as Lecturer Physics, Science and Humanities Department in Diploma from 04/01/2021 to 30/04/2021 on the following terms & conditions for specific period.

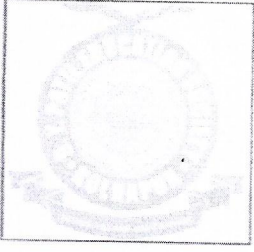
1. You will be paid consolidated Salary of Rs. 12,000/- p.m.
2. You will have no claim on the post of regular Lecturer or seniority or any other benefits.
3. Your services are purely temporary for the above period. Your services will stand terminated automatically on 30/04/2021 and no termination order will be issued to you separately.
4. You will have to abide by the rules and regulations of the institute and the Society, failing which your services will be terminated without any notice.
5. You will have to report to H.O.D. of the concerned dept. and work as per his/her instruction.
6. The Management reserves the right to amend, modify, alter or vary the terms and conditions of service, which will be binding on you.
7. If you wish to resign within period of appointment, you will have to give one-month notice or pay one-month gross salary to Institute.
8. During the appointment, your services can be terminated without giving reasons by giving one months' notice or pay in lieu of the notice.
9. As the work is available only for the period mentioned above you are given this specific period appointment order.
10. Your services are transferable to present and future branches of the Institute anywhere in India.
11. You will have to submit photocopy of your PAN Card and Aadhar Card at the time of joining the duties.
12. You will have to give acceptance within a week from the date of issue of this order, otherwise order will automatically get cancelled.



*(Signature)*  
Dr. Mrs. S. S. Kulkarni  
Director

- Cc to: 1) Personal File  
2) Salary Section  
3) H.O.D. , Diploma Science and Humanities Department  
4) Time Office  
5) Computer Center





**D. Y. PATIL EDUCATION SOCIETY, KOLHAPUR**  
**(Deemed to be University)**

(Declared u/s 3 of the UGC Act 1956 vide Notification No. F 9-26/2004-U3 dt. 01-09-2005 of the GOI)

*Reaccredited by NAAC with 'A' Grade*

869, 'E', D. Y. Patil Vidyanagar, Kolhapur-416 006

Phone No. : (0231) 2601335-36, Fax: (0231) 2601595

**Dr. V.V. Bhosale**  
**Registrar**

Web: [www.dypatilunikop.org](http://www.dypatilunikop.org), E-mail: [info@dypatilkolhapur.org](mailto:info@dypatilkolhapur.org)

No. DYPES/DU/Ph.D./2508

Date: 13.10.2021

To,  
Sumita Suryakant Patil  
Kurlap

**Sub: Ph.D. Admission 2021- Physics**

With reference to your application for the Ph.D. Programme and subsequent CET, Personal Interview before the Ph.D. Admission Committee in "**Centre for Interdisciplinary Research**", I am directed to inform you that you have been given provisional admission for Ph.D. Programme under the faculty of interdisciplinary studies.

Considering your research interest, title and requirement of the topic you will be allotted guide/supervisor.

You are required to give the Joining Report with original documents within seven days. The fees to be paid are as follows:

1. Registration Fee	Rs.2,000/- (One time)
2. Tuition Fee	Rs.50,000/- (Per annum)
3. Development Fee	Rs. 5,000/- (Per annum)

-----  
Total- Rs. 57, 000/-

The tenure of the programme will be as per UGC norms i.e. minimum 3 years to maximum 6 years.

  
**REGISTRAR**

Copy to: 1. Research Director  
2. Accounts Section





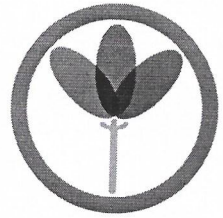


# MOGRASYS TECHNOLOGIES PVT. LTD.

Off No. 535, Amanora Chambers, Amanora Town Center,  
Hadapsar Kharadi Road, Hadapsar, Pune 411028, MH, India  
Tel: +91-20- 67271720

www.mograsys.co.in email: operations@mograsys.co.in

CIN No. U72900PN2016PTC165064



Date: 1-March-2020

Subject: Offer letter – Mahesh Suresh Jagtap (PAN# BUHPJ2892J)

Dear Mahesh,

We are pleased to offer you the position of **Asst. Software Engineer** in band **JEG VIII** at **Mograsys Technologies Pvt. Ltd.**, Pune India. Attached are the specific terms and conditions of our offer: please read it carefully as important details are included. Your compensation and benefits are detailed below

## Acceptance and Commencement

Your appointment will be effective from 1<sup>st</sup>-March-2020, please contact us immediately if you need alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To **confirm** your acceptance, you are requested to send an email confirmation to operations@bluemogra.com and nchitari@gmail.com

During the association, your gross Cost to the Company (CTC) will be **INR 1,80,005/- per annum** and you will be reporting to Vipul Tapare, Director.

On your joining date please bring:

- (i) The original and 1 photocopy of this letter signed and dated by you.
- (ii) 3 self-photographs (passport sized color photograph with white background)
- (iii) The originals and 2 sets of photocopies of the following documents:-
  - Education degree certificate with all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate
  - Relieving letter or Resignation Acceptance letter from the most recent employer
  - Proof of Identity, bring one of the following document: passport, driving license, Voter's Identification card, PAN Card.

The terms of employment are governed by the HR Policy document of the Company.

Deductions will be calculated and borne by the Employee



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Off No. 535, Amanora Chambers, Amanora Town Center,  
Hadapsar Kharadi Road, Hadapsar, Pune 411028, MH, India  
Tel: +91-20- 67271720  
www.mograsys.co.in email: operations@mograsys.co.in

**CIN No. U72900PN2016PTC165064**



## The breakup of your Grade and Salary is as follows:

Name	Designation	Group	Level	Grade	DOJ
Mahesh Suresh Jagtap	Asst. Software Engineer	Technical	JEG	VIII	1 <sup>st</sup> -January-2020

## Compensation Details (w.e.f. 1<sup>st</sup>-March-2020):

Component Category:	Annually ₹
Basic Salary	74118
House Rent Allowance	29647
Project Allowance	44471
Provident Fund – Employer Contribution	14231
ESI – Employer Contribution	4818
Health Insurance	5000
Gratuity	7720
<b>Total Compensation</b>	<b>1,80,005</b>

## The Gross Salary is as follows:

Basic	HRA	Project Allowance	Gross
6,177	2,471	3,705	<b>12,353</b>

## The other terms of the offer are as follows:

1. Your initial posting will be Pune. However, your services are transferable and you may be assigned to any office of Mograsys Technologies or associate company. In such a case, you will be governed by the policies of that location.
2. Your appointment is contingent upon satisfactory reference and background checks, which may be conducted at any time from the date of this offer to 90 days from your joining date, and which include verification of your application materials, education and employment history. Your application is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or restrictive clauses with any previous employer).
3. Your designation may be changed at the discretion of the Company depending on the work assigned to you.



# Sun Services

Customised research services

## Appointment Letter

<REF NO: SS/HR/0221/#001>

11<sup>th</sup> feb, 2021

Fatima Shabudin Shaikh  
½ nali, Pune

**Subject:** Letter of Appointment

Dear Ms. Fatima Shaikh

This has reference to your application and subsequent interviews you have had with **Sun Services, Pune**. We are pleased to appoint you as **CRC (Clinical Research Co-Ordinator)** based at **various locations in Pune**. Your employment will be governed by the following terms and conditions:

**1. Training Period**

You will be with us for training period of 3 months. On the basis of demonstrated results and effectiveness of performance salary will be structured as per the policy of the Company

**2. Working Hours**

Your working hours will be 10 am to 6:30 pm as per the current company policy. The company observes a 6-day work week.

**3. Date of Appointment**

Your date of appointment as per company records is **13/02/2021**

**4. Leave**

You will be governed by the current Leave Policy i.e. 12 leaves per year with prior notice of 2 days to your superior.

**5. Travel**

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

**6. Responsibilities**

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

**7. Notice Period**

This appointment may be terminated by company side by giving **one months'** notice or **one months'** salary in lieu of notice period.

**8. Transfer**

You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in **Pune**. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

**9. Conflict of Interest**

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

**Address:** - "Sun Services", Flat No 8, 56/13/8 Eagle Nest, Near Bhaji Mandai, Wadgaon Sheri, Pune 411014.

**Contact:** - 09373080136

**e-mail:** - sagar.sunservices@gmail.com





# Sun Services

Customised research services

## Appointment Letter

<REF NO: SS/HR/0221/#001>

11<sup>th</sup> feb, 2021

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Your date of appointment as per company records is **13/02/2021**

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**Address:** - "Sun Services", Flat No 8, 56/13/8 Eagle Nest, Near Bhaji Mandai, Wadgaon Sheri, Pune 411014.

**Contact:** - 09373080136

**e-mail:** - sagar.sunservices@gmail.com



Date: Apr 05, 2022

**SAGAR PRAKASH KALANGE**  
**BEHIND SARSWATHI GARDEN,S NO:210/5B KAMTHE WASTI MALWADI HADAPSAR PUNE**  
**PUNE, MAHARASHTRA**

Offer No : QS2530647

Location: **PUNE**

### LETTER OF INTENT

Dear **SAGAR PRAKASH KALANGE**

We are pleased to inform that you have been shortlisted for a OFFER to work at Quess Corp Ltd. (hereinafter referred as Quess), and would be deputed at ADITYA BIRLA FASHION AND RETAIL LIMITED at PUNE as COCO for a fixed term on the following terms and conditions:

1. Your Tentative Date of joining will be APR 07, 2022
2. Date of joining mentioned above is tentative. For payroll processing, your actual date of reporting to the client site will be considered as per your date of joining.
3. This letter is valid subject to your completion of on-boarding documentation and submission of necessary proofs. It is recommended to use POP link shared on your mobile phone and complete your joining formalities As validity of this letter is purely subjected to completion of your documentation on POP.
4. You undertake to abide by the code of conduct and ethics prescribed by the client as well as QUESS. Any violation of the code of conduct and ethics would be subjected to appropriate and stringent disciplinary action including termination of service.
5. This contract would be exclusively with QUESS and you shall never be or deemed to be the employee of Client, where you have been deputed.
6. The Annual NTH salary offered to you will be INR 216000/- Details of your salary break up with components will be given after your joining and also it may change as per requirements. Your deputation at any given location will be subjected for change as per the project and requirement.
7. Notwithstanding the Tenure of this offer, in the event of the project / work / deputation for which you are being employed terminates before your offer end period, this offer shall be Cotermious with the project / work. During the period of offer, either of the parties may terminate the Contract by giving 15 days prior notice in writing or payment in lieu thereof. However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

The above is based on current policies of the company; any change in the policy impacting the above points will be communicated through policy communications channel.

All the best !!!

With warm regards,  
**For QUESS Corp Limited.**



**Tej Hans Raj Singh**  
COO Staffing

---

I hereby accept the above mentioned terms and conditions.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Brand Deputation Letter

Date: APR 07, 2022

To

The Store Manager,

, PUNE,

MAHARASHTRA

This is to certify that the following individuals are on the rolls of our company.

Employee Id: QS2530647

Employee Name: SAGAR PRAKASH KALANGE

UAN:

PF Number

ESIC Number

Date of Joining-APR 07, 2022

The above employees are regular employees of our Company and have been deputed by us as COCO for handling our sales counter at your store situated at , PUNE, MAHARASHTRA for retailing of merchandise under ADITYA BIRLA FASHION AND RETAIL LIMITED brand.

We hereby represent that we are holding requisite and valid approvals, permissions, consents, licenses and authorizations from the concerned statutory or other authorities under various legislative enactments and/or any Central, State, local, municipal acts, rules, regulations, notifications/circulars issued, including all labor enactments, as applicable with respect to aforesaid employees.

We undertake that we shall be fully responsible for payment of wages, and other statutory benefits to our employees deployed at your premises and comply with all statutory requirements as may be applicable from time to time including but not limited to The Contract Labour ( Regulation & Abolition )Act, 1970, Employees State Insurance Act 1948 (ESI), Employees Provident Fund Act, 1952 (PF, Payment of Bonus Act, 1965, Payment of Gratuity Act, 1972, Payment of Wages Act and Minimum Wages Act and such other statutory requirements under any legislation of the Central and State, local, municipal acts, rules, regulations, notifications and circulars, which may be in force and applicable to the employees. We undertake that all required statutory returns and submissions of documents to the concerned departments in respect of our employees shall be filed by us with the concerned departments within the statutory

*Quess Confidential*  
Page 3

*Offer No : QS2530647*

### QUESS Corp Limited

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



prescribed period in respect of all our employees deputed to your stores and we shall hand over a copy of the same to you for your records, as per prescribed timelines or upon specific requests.

We further state that you shall have no responsibility/liability of our employees for payment of compensation, disability benefits, and insurance or for withholding responsibility/liability of employment taxes shall always remain with us. This excludes the responsibilities / liabilities that may arise upon you by virtue of being the Principal Employer under the Contract Labour (Regulation & Abolition) Act 1970 and the specific Rules, as applicable.

We undertake to ensure that though the above employees shall observe your guidelines relating to work, discipline, dress code etc.

Thanking you

Yours faithfully,

For Quess Corp Ltd



Authorized Signature

## DISCLAIMER

### To whomsoever it may Concern

I, SAGAR PRAKASH KALANGE, Offer ID QS2530647, hereby give my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, I consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

**Associate Name:**

**Associate Signature:**



# Durvankur foods

ALL KINDS OF QUALITY DRYFRUITS



QUALITY ASSURANCE IS OUR IDENTITY



*fssai* Lic no. 21521170002205

Shilpa Dhure - 9923536159



# Economics Dept. Placement 2021-22



**VISION**  
GLOBAL SERVICES PVT.LTD.

Date – 14-06-2021

To,  
**Mr. Prashant Dinde**  
Mankai Nagar, Awhalwadi,  
Wagholi, Pune  
Pune – 412207.

**Sub – Letter of Appointment**


Dear Mr. Dinde,

With reference to the subsequent interview with you, we are pleased to appoint you on following terms and Conditions :

- 1) You are appointed as a 'Chat Process Executive' in Vision Global Services Pvt.Ltd.
- 2) Your appointment will be effective from 14<sup>th</sup> June 2021.
- 3) Monthly Salary will be 12,000 p/m.

Kindly confirm your acceptance of the terms and conditions of your employment mentioned herein by signing And returning the duplicate copy of this letter.

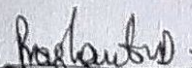
We welcome you and wish you a long successful career with us.

Your Faithfully,  
Vision Global Services Pvt.Ltd.  
  
Rupali S Lobhe  
Managing Director

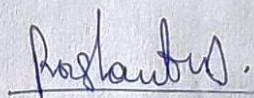
## CONFIRMATION AND ACCEPTANCE

I Prashant Digambar Dinde, do hereby confirm that I have carefully read and clearly understood all the terms, conditions and rules of the company and that I accept the same.

Date: 14/06/2021

Signature: 

**VISION**  
Global Services

  
Dinde Prashant Digambar





**AMANORA  
SCHOOL**

Amanora Park Town, No. 194,  
Village Sade Satara Nali,  
Malwar Road, Hadapsar-Kharadi Bypass,  
Pune - 411028

Ph: +91 020-65270081, 82, 83  
www.amanoraschool.edu.in

**Letter of Verification of Employment**

To,

Date:- 07/06/2024

The Commissioner Of Police,  
2, Sadhu Vaswani Road,  
Camp,  
Pune-411001

Dear Sir/Madam

I am writing this letter to verify that Ms/ Mrs. Sonal Gupta is currently an  
employee of Amanora School, Amanora Park Town, Hadapsar-Kharadi Bypass road,  
Pune.411028

As per our record her address is - A-1/603, Marvilla Society, D.P. Road  
Hadapsar, Pune - 411028, H<sup>e</sup>/ She is working in the  
capacity of a Teacher since June 2021

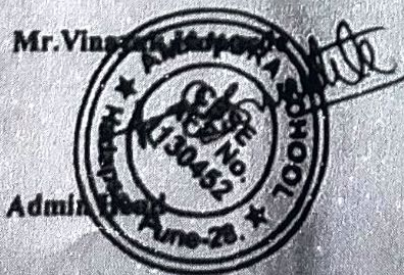
As per the process, we would request you to do a character check of the above employee.

Thanking You,

For

For Amanora School,

Mr. Vinay



Admin



**B-Voc(T. S.I.) Dept.  
Placement 2021-22**



**Exotic**  
*Trips*



**ID Card**

**Emp No:- ET 008**

**Name:- Pooja Bihade**

**BG :- A+**

*Varsha*

**Authorised Sign**





**Rutuja Gaikwad**  
**Executive (Pre-Sales)**

Emp. ID : PX808

Blood Group : O-

E. No. : 9970209777

**PropX Realtors Pvt. Ltd.**

Office No. 101&102, Gulmohar Apt.  
Above SBI, East Street, Camp, Pune-411001



*not just holidays, wowidays*



Name : **Rahul Kokanare**

Employee ID : **WOWIDIAN0106**

Designation : **Asst. Manager Sales (Wowidays Division)**

Blood Group : **A- Ve**

Signature :

A handwritten signature in black ink, appearing to be 'Rahul', is written over the signature line.

**WOWIDAYS HOSPITALITY & TOURISM PVT LTD**

Corporate Office - Next to Image Gardens - Cyber Hills, IT- Tech City, Hyderabad-500081, India  
Toll free: 18001030230 | Email: [wfo@wowidays.com](mailto:wfo@wowidays.com)



**Exotic**  
*Trips*



**ID Card**

**Emp No:- ET 002**

**Name:- Shubhangi Nagargoje**

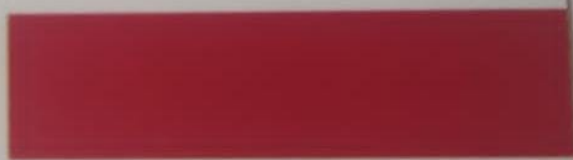
**BG :- A+**

*Varsha*

**Authorised Sign**



**NISHA  
PARANDE**



**SR. TRAVEL EXPERT**

+91 86699 97762  
pune@makemytrip.in





## APPOINTMENT ORDER

**Name: MS. PRIYANKA KUNJIR**

**Date: 12 SEPT 2022**

ADDRESS: D/O RAHIDAS KUNJIR,  
ANUSUYA NIVAS NEAR ZP SCHOOL  
WALATI PUNE 412202

**SUB: APPOINTMENT AS TRAVEL ASSISTANT TRAINEE.**

**Dear Ms. Priyanka Kunjir**

We are pleased to appoint you as **Travel assistant trainee** in our company firm "SAVIKRUSHNA HOLIDAYS PVT LTD" at YASHDEEP SHOPPING CENTER HADAPSAR, PUNE 411028

The appointment is subject to the following rules and regulations.

- You will be join your service from 12/09/2022 & You will be given a monthly Salary.
- You will be on probation for Three months.
- If you Performance is up to our satisfaction you will be given a Salary rise after your probation period.
- You will be Given four weekly holidays in a Month.
- You will be reporting to duty on or before 10.00 AM TO 06:30 PM
- The offer is void if you are not reporting duty on the date given by us.
- You will be giving one month prior information any time if you are leaving the company.
- Company reserves the right to terminate your services anytime during the probation period, giving one month prior notice.
- If you leave the Company without information one month Salary shall be deducted.

We look forward to welcome you aboard.

Sincerely,

**FOR SAVIKRUSHNA HOLIDAYS PVT LTD**

**DIRECTOR**

**SUSHIL KRISHNARAO PATIL**



# POONAWALLA BIOTECHNOLOGY PARK

**SPECIAL ECONOMIC ZONE**

Manjari BK, Tal. Haveli, Pune - 412 307. India.

## Temporary Identity Card



Contractor Name : M/s. Sahyadri Hospitality Services

Name : **Kiran Shelar**

Designation : **Security Guard**

Issued On : **08/08/2022**

Valid Upto : **07/08/2023**

Serial No. : **TC-0305**



22-23

For Development Commissioner