



Pune District Education Association's
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune- 411028

Affiliated to Savitribai Phule Pune University, Pune



Self Study Report: 2024 (4th Cycle)



Criterion - 5
Student Support and
Progression

Key Indicator- 5.2 Student Progression

Metric: 5.2.1 (QnM)

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



Submitted to
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL BENGALURU



Pune District Education Association's
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune- 411028
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Self Study Report: 2024 (4th Cycle)

Index 2021-22

Sr.No.	Details	Total No. of Students Placed/Progressed	Page No.
1.	Placement of Year 2021-22	240	3-388
	Total	240	



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Self Study Report: 2024 (4th Cycle)

Placement 2021-22

Index 2021-22

Sr.No.		Page No.
1	Pawar Ajaysinh	12
2	Yadav Vipul Sunil	13
3	Rokade Komal Kishor	14
4	Pawar Nikhil Kalidas	15
5	Bendre Nikita Ganesh	16
6	Jagdale Vishal Bapurao	17
7	Shinkar Vaishnavi Bhalchandra	18
8	Ghate Harshal Rajendra	35
9	Vyas Vishal Chandraprakash	36
10	Jagtap Aasawari Shirish	37
11	Darkunde Pandurang Navnath	38
12	Hallale Santoshi Shivaji	39
13	Mhaske Rohan Maruti	41
14	Gaikwad Swapnil Vaman	42
15	Thorat Saurabh Vishnu	43
16	Hole Shweta Rushikesh	44
17	Mehetre Mahesh	47
18	Sonawane Bhushan	52
19	Sonar Mayur L.	54
20	Bondre Sanket S.	56
21	Anirudha Mhaske	58
22	Ajay Amar Soma	60
23	Trupti Bhosale	63
24	Shinde Rohan Sunil	64
25	Singh Vinit	65
26	Shinde Madhuri	70
27	Das Rimpa	71
28	Hase Prajakta Pramod	72
29	Jadhav Sayli Sambhaji	73
30	Raut Adesh Nandkumar	74

Index 2021-22

Sr.No.		Page No.
31	Shinde Pratiksha Ramchandra	75
32	Raut Mahesh Sanjay	76
33	Navale Rushikesh Ashok	77
34	Kalane Adesh Kapil	78
35	Zende Snehal Anand	79
36	Shinde Anuja Shankar	80
37	Sagare Rupali Tanaji	81
38	Shinde Akanksha Balasaheb	82
39	Lanjare Trupti Tanaji	83
40	Shinde Aditya Rajesh	84
41	Kodlinge Sujata Babanrao	85
42	Gaikwad Djhiraj appa	86
43	Shinde Pramod Vasant	88
44	Khalekar Rohan Ashok	89
45	Jagtap Suraj Sanjay	90
46	Kale Saloni Ramdas	91
47	Pawar Rutika Dipak	92
48	Kamthe Rutuja Suresh	93
49	Undre Pradnya Maruti	94
50	Raskar Pooja Uttam	95
51	Patange Vedant Shrikant	96
52	Thorat Abhay Gokul	97
53	Gaikwad Gauri Ashok	98
54	Divekar Kishor Ramdas	99
55	Suryawanshi Madhav Ashok	100
56	Ursal Pratik Ramdas	101
57	Waghole Komal Laxman	102
58	Raut Akshay Vinayak	103
59	Kale Tanuja Anna	104
60	Ghodake Shivam Popat	105

Index 2021-22

Sr.No.		Page No.
61	Jadhav Anajli Sanjay	106
62	Jagtap Asawari Shitish	107
63	Kshirsagar Pooja Sanjay	108
64	Patil Ajinkya Rajendra	109
65	Memane Ankita Gopal	110
66	Ghadge Ravikishan Shamrao	111
67	Kakade Krutanjali Suresh	112
68	Patil Prashant Rajendrabhai	113
69	Randive Pravina Sudhir	114
70	Bankar Pratik Rajendra	115
71	Chaudhari Shubham Bapuso	116
72	Salvekar Sonali Anil	117
73	Birajdar Virbhadrappa Ramesh	118
74	Mahajan Vrushali Ganesh	119
75	Zurange Chitali Chandrakant	120
76	Kolte Pratik Sunil	121
77	Jadhav Shubhada Sanjay	122
78	Nawade Ajeet	123
79	Divekar Akshay	124
80	Bhalerao Archana	125
81	Sonawane Bhushan	126
82	Yeole Gaurav	127
83	Dhamadhare Gayatri	128
84	Kadam Kiran	129
85	Shinde Kiran	130
86	Kashid Kuldeep	131
87	Sonar Mayur	132
88	Nagargoje Ashish	133
89	Dhere Omkar	134
90	Kulkarni Omkar	135

Index 2021-22

Sr.No.		Page No.
91	Mengade Omkar	136
92	Pawar Prakash	137
93	Ingale Rupali	138
94	Dalvi Rutuja	139
95	Mallabade Sachin	140
96	Ingale Sakshi	141
97	Shinde Sambhaji	142
98	Samiksha Salunkhe	143
99	Bondre Sanket	144
100	Harpale Shayuri	145
101	Bhujbal Smruti	146
102	Jagtap Supriya	147
103	Sangale Tejas	148
104	Argade Vedant	149
105	Singh Vineet	150
106	Shinde Kiran	151
107	Jagtap Anand	152
108	Salve Sonali	153
109	Dave Sanjani	154
110	Bakale Ashvini	155
111	Auti Sharvakumar	156
112	Bankar Prajakta Dilip	157
113	Batale Nikhil Mahesh	158
114	Chorghade Pratik	159
115	Chande Sapna Tulshiram	160
116	Chormare Ketan Uttam	161
117	Dhadekar Prabhudha Subhash	162
118	Jamdade Amar Santosh	163
119	Gurav Pratiksha	164
120	Jagdale Nikita Dinesh	165

Index 2021-22

Sr.No.		Page No.
121	Kudale Naresh Dinesh	166
122	Kalaskar Vaibhav Dipak	167
123	Dorge Suvrana	168
124	Pachangane Bhageshree Bhujang	169
125	Pawar Jyoti Babasaheb	170
126	Patil Nandini Shivani	171
127	Patil Shradda Dhanraj	172
128	Sharma Madhuri	173
129	Shewale Sandesh Kanifnath	174
130	Shaikh Sufiyan	175
131	Sapkal Dipali Mangesh	176
132	Shirke Prajwal	177
133	Walmikee Anjali Anand	178
134	Zende Mayur Manohar	179
135	Jadhav Ganesh Kondiba	180
136	Agarwal Rithik Dalchand	181
137	Dongare Nishant	182
138	Bhoyar Tejaswini	183
139	Gavali Ajay Mahadu	184
140	Gaikwad Omkar Audumbar	185
141	Kumar Aman	186
142	Panikar Renjini Reji	187
143	Mulekar Kumar	188
144	Jadhav Chetan Bhalchandra	189
145	Belure Shubham	190
146	Raut Shripad	191
147	Biradar Pooja	192
148	Sonawane Abhishek	193
149	Katkar Rohit	194
150	Sinha Sumit	195

Index 2021-22

Sr.No.		Page No.
151	Tambe Pratik	196
152	Dabhade Ajinkya	197
153	Jadhav Sachin	198
154	Mapare Priti Vijay	199
155	Dhokale Vishal Macchindra	200
156	More Raviraj Dnyaneshwar	201
157	Nagawade Bhayashree Uttam	202
158	Shaikh Mohammad Shoeb Rafiq Ahmad	203
159	Sawant Sanket Mohan	204
160	Dhamal Prasad Nandu	205
161	Phand Kapil Pralhad	208
162	Shaikh Qamruddin Abdullah	209
163	Sayyad Misbah	210
164	Parmar Pooja	211
165	Ghule Pooja	213
166	Kumbhar Dhanshree	214
167	Devshette Rajshri	215
168	Zol Akshay	220
169	Mane Vishvajeet Suresh	224
170	Kusude Pratik	226
171	Sonawane Revati M.	227
172	Vadje Vivek	229
173	Megharaj Nikam	235
174	Pathan Nihal	237
175	Hule Devaraj	242
176	Ghodke Akshada	247
177	Dombale Akshay	249
178	Durgade Rushikesh	258
179	Babar Samadhan	259
180	Shaikh Fatima	260

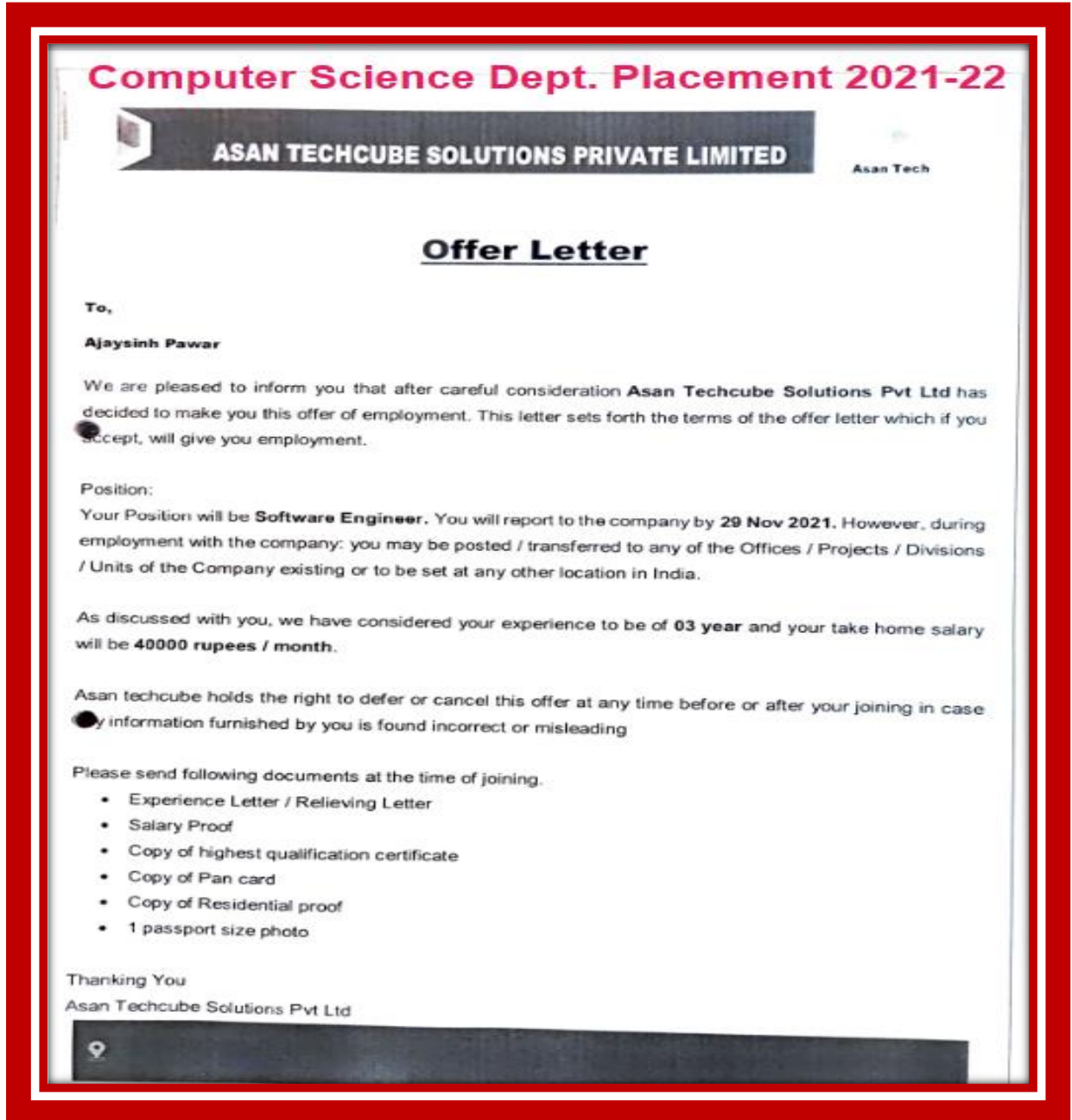
Index 2021-22

Sr.No.		Page No.
181	Miss. Shinde Anuja	261
182	Bhondve Abhishek Ganesh	262
183	Devare Somnath Sahdev	263
184	Gadvi Sanjivani Mahesh	264
185	Kale Ashwini Balavant	268
186	Kamashetty Anjali Omkarnath	271
187	Parhar Akash Pandurang	272
188	Patane Poonam Pundalik	273
189	Patil Ashwini Suresh	274
190	Shinde Ashwini Dilip	276
191	Kale Shrihari Bhimrao	285
192	Khupasepatil Akshay Nanasaheb	290
193	Panchal Mahesh Dattatray	291
194	Kale Ashitosh Suryankat	294
195	Patil Sumaya Suryakant	297
196	Kalange Sagar P	298
197	Gupta Sonal	303
198	Dinde Prashant Digambar	304
199	Priyanka Rohidas Kunjir	305
200	Paygude Gaurav Santosh	306
201	Hajari Rohan	315
202	Pimpale Rushikesh	338
203	Gaikwad Kajal Kishor	350
204	Hile Anil Pandurana	351
205	Jadhav Sushant S	353
206	Shendge Dyaneshwar Suresh	354
207	Walekar Tukaram B	355
208	Gaikwad Archana Chandrakant	356
209	Jadhav Manoj Panditrao	357
210	Ujwala Suresh Bhandare	358

Index 2021-22


Sr.No.		Page No.
211	Darshale Raviraj R	359
212	Divekar Pravin Mansing	360
213	Mandhare Komal Amit (Junnarakar Komal B)	361
214	Shedge Pooja Ganesh	362
215	Shelar Kiran Balasaheb	363
216	Attar Jasmin Raju	364
217	Bihade Pooja Kailas	365
218	Gaikwad Rutuja Dattatray	366
219	Kokanare Rahul Narhari	367
220	Nagargoje Shubhangi Arjun	368
221	Parande Nisha Dattatraya	369
222	Gambhire Shyamnath	370
223	Sangule/Phalke Mohini	371
224	Panhalkar Shilpa	372
225	Prajwal Sasane	373
226	Zambare Prachetan	374
227	Pandey Shivam Ranganath	375
228	Pawar Ajay Navnath	376
229	Kumbharkar Pratik	377
230	Takale Aditya	378
231	Darshale Raviraj R	379
232	Divekar Pravin Mansing	380
233	Mandhare Komal Amit (Junnarakar Komal B)	381
234	Shedge Pooja Ganesh	382
235	Shelar Kiran Balasaheb	383
236	Attar Jasmin Raju	384
237	Bihade Pooja Kailas	385
238	Gaikwad Rutuja Dattatray	386
239	Kokanare Rahul Narhari	387
240	Nagargoje Shubhangi Arjun	388

1. Pawar Ajaysinh



2. Yadav Vipul Sunil

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Sarathi
Softech Pvt Ltd

Document No - SSP/HR/D/PR/SNVY-2208

OFFER LETTER

Date: 28th 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 **30th March, 2022**. Upon joining you will be required to sign an "Employment Agreement".

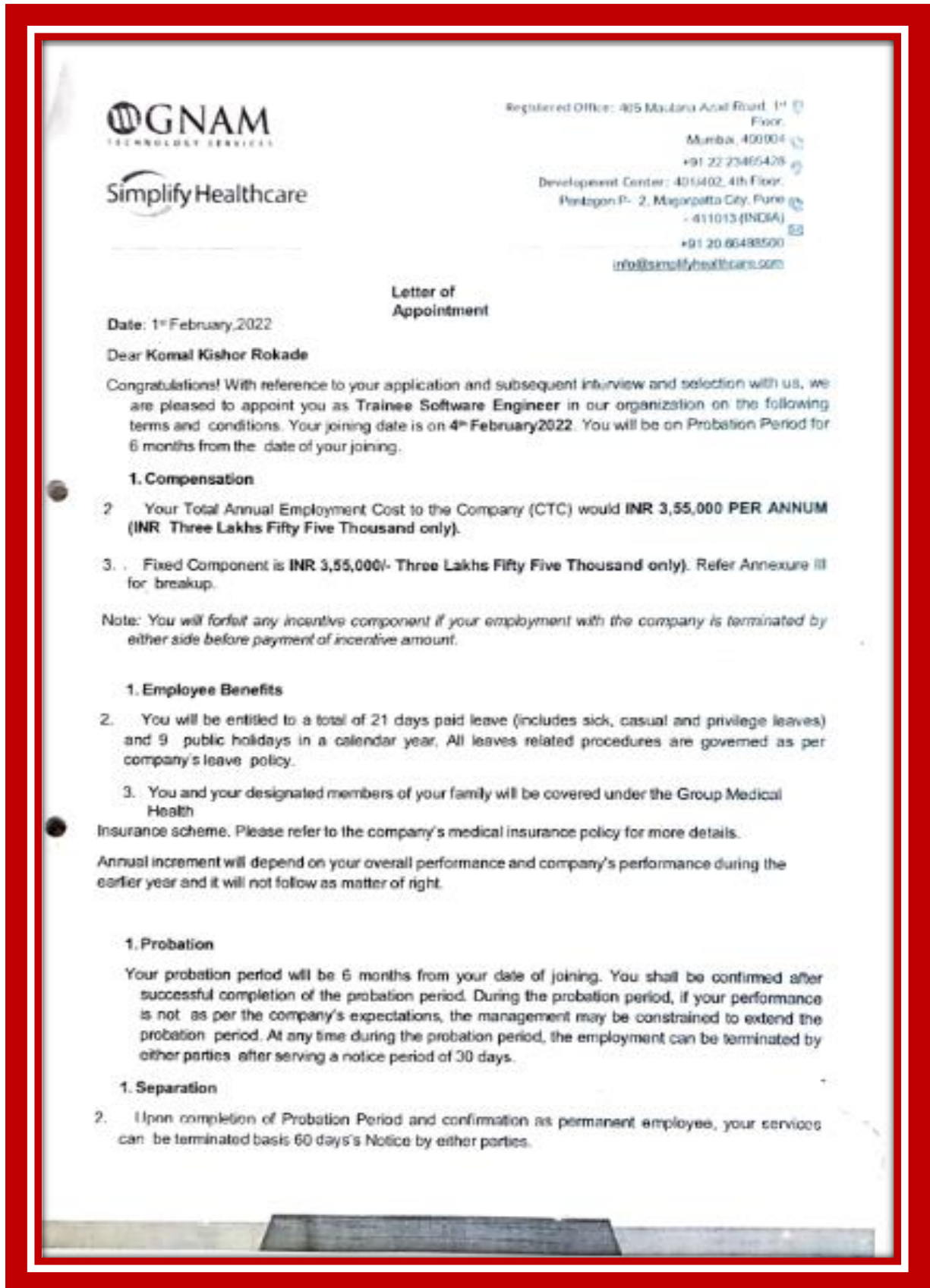
You will also be required to submit the following documents on the date of your reporting:

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**


28-03-2022 Page 1 of 2

Sarathi Softech Pvt. Ltd. Address: 404, Silver Mitt, Block B, Sane Guruji Street, Pune - 411030
Tel.No: +91-9595 570 355, Email: info@sarathisoftware.com

3. Rokade Komal Kishor



4. Pawar Nikhil Kalidas



Offer: Computer Consultancy
Ref: TCSL/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.

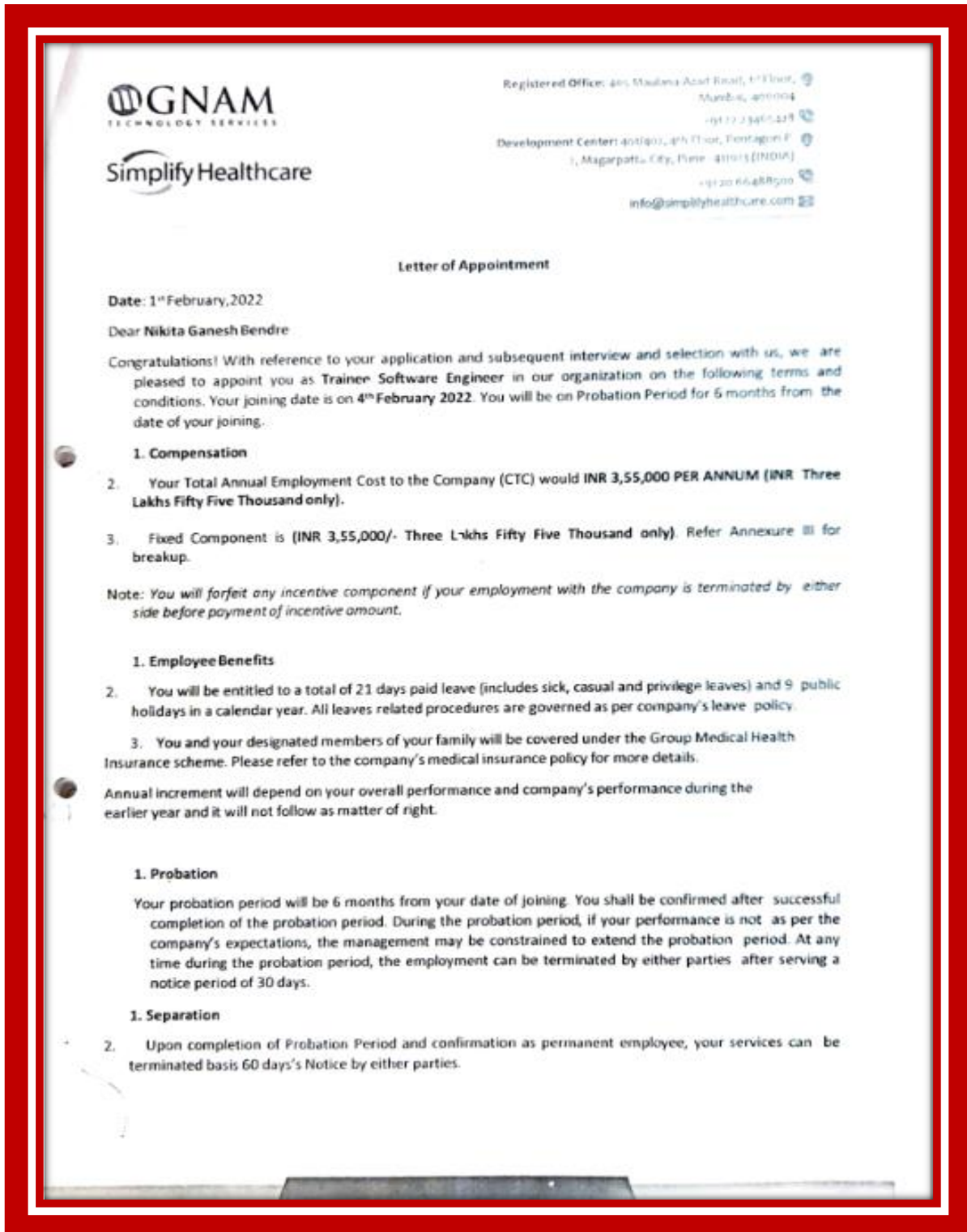
COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹7,950/-** per month.


TCS Confidential
TCSL/DT20217845393

1

5. Bendre Nikita Ganesh



6 . Jagdale Vishal Bapurao


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
	Client Support		
Title	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
GROSS	21,800	TOTAL Deductions	3,800


* 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



102, Pentagon PI, Magarpatta City, Hadapsar, Pune 411013
<https://www.decisivedge.com/>

7 . Shinkar Vaishnavi Bhalchandra



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

Ms. Vaishnavi Bhalchandra Shinkar
18 Sankalp 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.

TCS Confidential
TCSL/DT20218359145

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No.1 Software Units, Laxmi Rd, Madhapur, Hyderabad-500081 (India)
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai-400021
TCS Careers ServiceLine: 1800 209 1111 Email: careers@tcs.com

7. Shinkar Vaishnavi Bhalchandra



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.

TCS Confidential 2
TCSLDT20218359145

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Delaware (USA), Bank Chittaranjan, Limited (India), Maharashtra, Hyderabad (India), Chennai (India)
Tel: 91 40 6602 2000 Fax: 91 40 6602 2022 Website: www.tcs.com
Registered Office: Marol Building, 505/1/1, 4, Marol Nagar West, Mumbai 400 071
TCS Careers Service (page 18/20) 2024 TCS Email: careers@tcs.com

7. Shinkar Vaishnavi Bhalchandra



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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS is a part of the TCS Group of Companies. For more details, please refer to the TCS Group of Companies website.

3

7 . Shinkar Vaishnavi Bhalchandra



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.

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TCSL/DT20218359145

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
100, Lakeside, Eastern Expressway, Chennai, India. Registration No. U27200TN0000000000
Tel: 91 44 2423 2000 Fax: 91 44 2423 2222 Website: www.tcs.com
Registered Office: National Building, 5th Floor, Naraina Point, New Delhi - 110028
TCS Careers: Searchline: 1800 200 3333 Email: careers@tcs.com

5

7. Shinkar Vaishnavi Bhalchandra



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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: 201, TCS Centre Street, 10th Floor, Marol Heine, Hyderabad 500 081 India

Tel: 91 40 6607 2000 Fax: 91 40 6607 2072 Website: www.tcs.com

Registered Office: 4th Floor, 1st Cross, 5th Floor, Narayana Point, Mumbai 400 021

TCS Career Services: 1800 200 311 | Email: careers@tcs.com

6

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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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Technology Park, Plot 1, Software Vihar, 1st Main Floor, Hyderabad-500 081 India

7

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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)

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan 4, Plot 1, F-10, 10th Floor, Madhavan, Hyderabad 500 011 India
Tel: +91 92429 20000 Fax: +91 92429 12200 www.tcs.com
Registered Office: Marolli Building, 109, 11th, Kempegowda, Mumbai 400 021
TCS Career Services: 1800 209 1111 | [mail:careers@tcs.com](mailto:careers@tcs.com)

8

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: Tata Consultancy Services Limited, Maharashtra, Hyderabad - 500091 India
TCSL: 20218359145, Hadapsar, Pune-411028, India. Website: www.tcs.com
Registered Office: Hadapsar, Pune-411028, India. Mumbai: 400 021

9

7. Shinkar Vaishnavi Bhalchandra



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.

7 . Shinkar Vaishnavi Bhalchandra



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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, Plot 1, Software Parks, Laxmi, Madhapur, Hyderabad 500 081 India
Tel: 91 40 667 2012 Fax: 91 40 667 2222 Website: www.tcs.com
Registered Office: New Building, 9th Floor, Narayan Point, Mumbai 400 021
TCS Career Services: 1800 209 3111 | Email: careers@tcs.com

11

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Annexure 2


Ahmedabad TCS XP HR Lead Tata Consultancy Services, Gurram Park, IT/ITES SEZ, Plot # 81, Gaslhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate E, No 42, Thunk Campus, Electronic City phase B, Bangalore - 560091,Karolaba
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue - Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, QUINTE - BARBADI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 85, CHANDARA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-2A, Kumbakonam, Old Mahabalipuram Rd, TNHR, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon Faridabad Road, Goyal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakraoguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigriya Badshah & Bada Bangarda, Tehsil Harod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 3B building, 2nd Floor, Plot - BF/17, New Towers, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Deha Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Seq, Nagpur, Tehara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MEDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepal Park, Technopark Campus, Kariyavattom P.O, Trivandrum - 695581, India	

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TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited
 TCS Centre, ECIL, Hyderabad, India | TCS Centre, Madhuvan, Hyderabad, India | TCS Centre, Kalyani, Kolkata, India
 TCS Centre, Hinjewadi, Pune, India | TCS Centre, Thane, Maharashtra, India

13

7 . Shinkar Vaishnavi Bhalchandra



Annexure 3

Confidentiality and IP Terms and Conditions

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software.
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS Tower I, Plot 1, Software Park 1, Airport, Malad (West), Mumbai 400 051, India
Tel: 91 40 6667 2190 Fax: 91 40 6667 2252 Website: www.tcs.com
Regional Office Name - Bhubaneswar, 5th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111. Email: careers@tcs.com

14

7 . Shinkar Vaishnavi Bhalchandra



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.

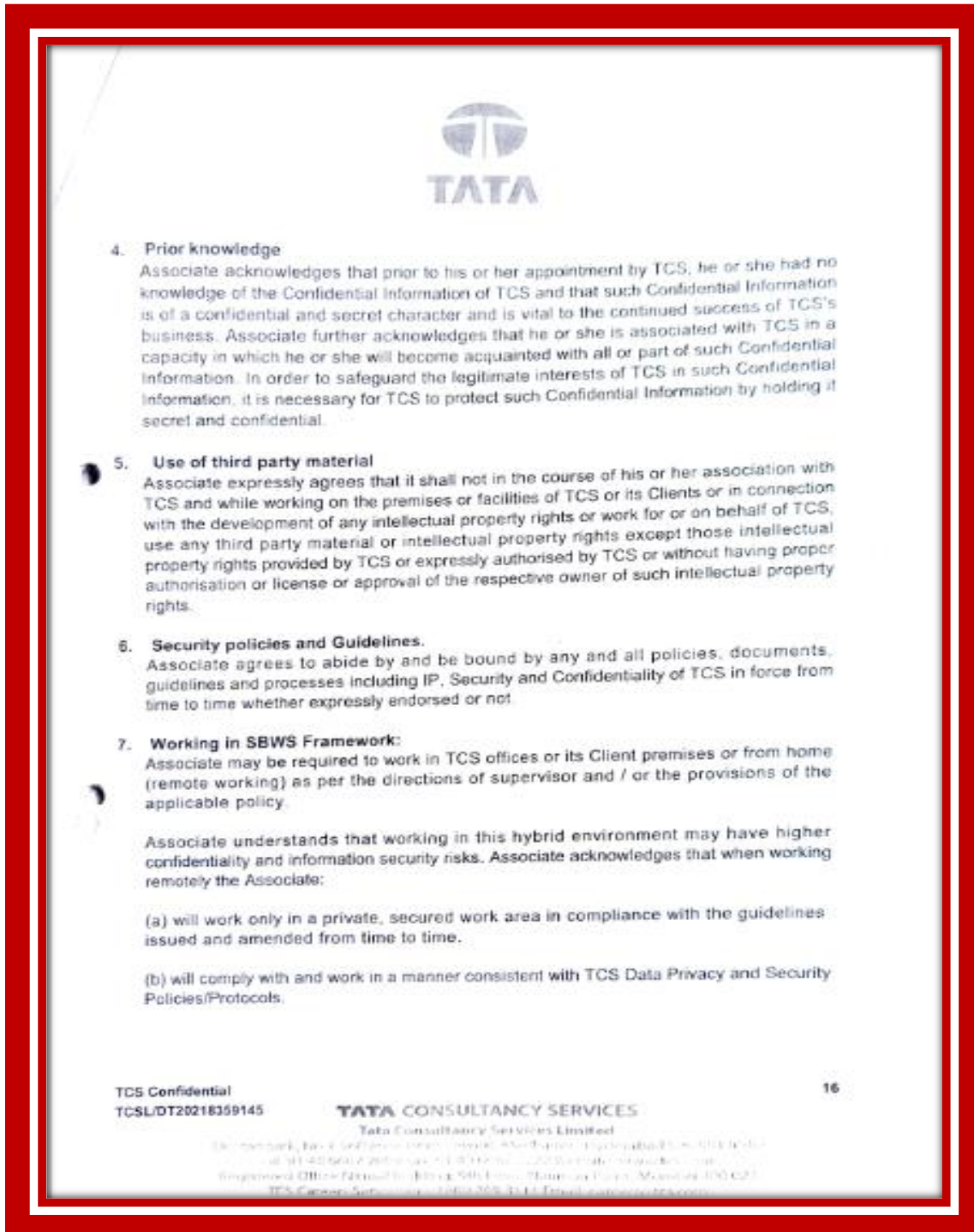
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Tata Consultancy Services Limited

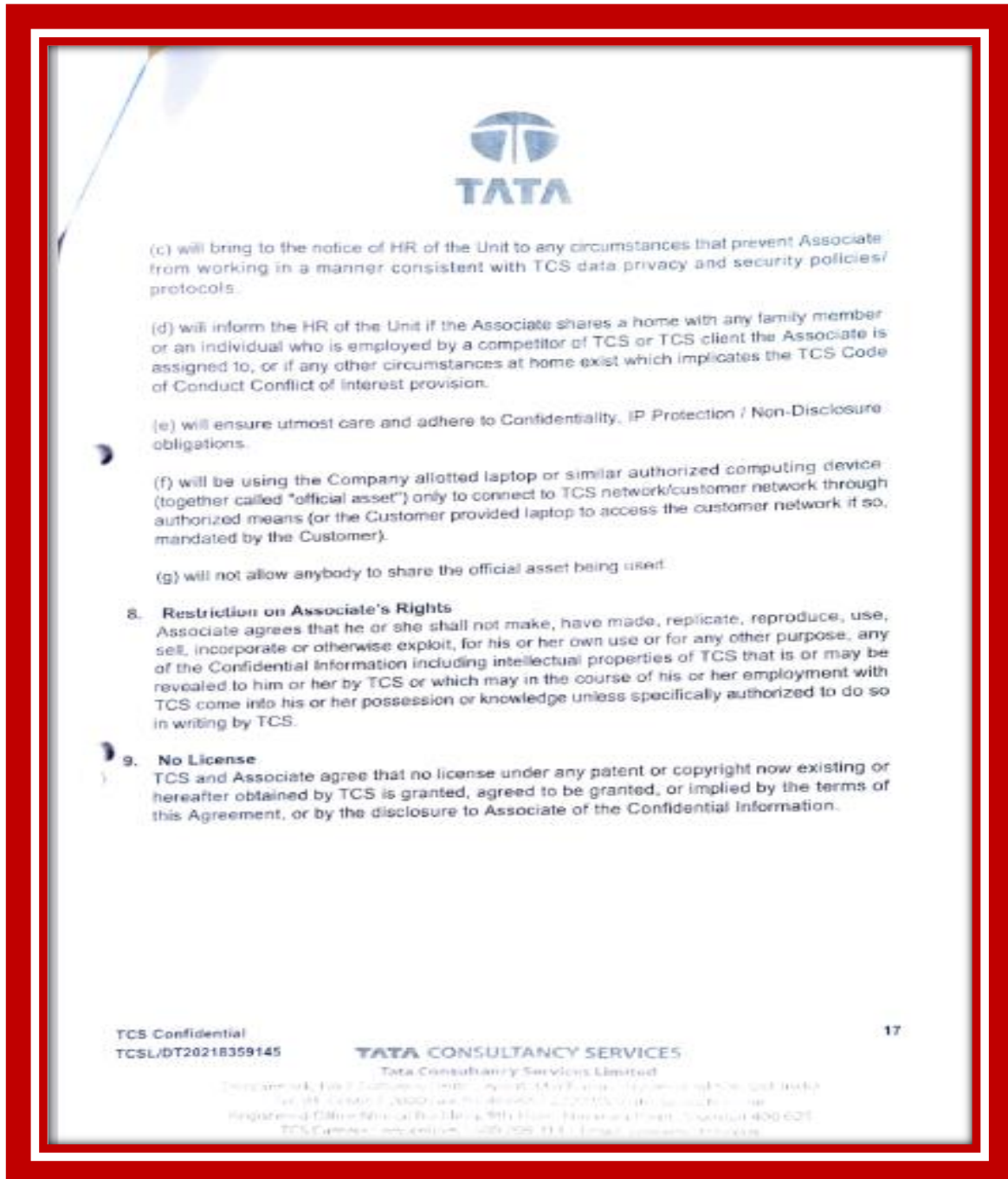
Registered Office: Tata Consultancy Services Limited, 100, Lothian Road, Bangalore - 560025, India
Tel: 91 44 2252 2000 Fax: 91 44 2252 2001 E: 2222@tcs.com Website: www.tcs.com
Registered Office: Tata Consultancy Services Limited, 504, Tower, Barakhamba Road, Mumbai - 400032, India
TCS Employee Helpline: 1800 309 3111 Email: tcs@tcs.com

15

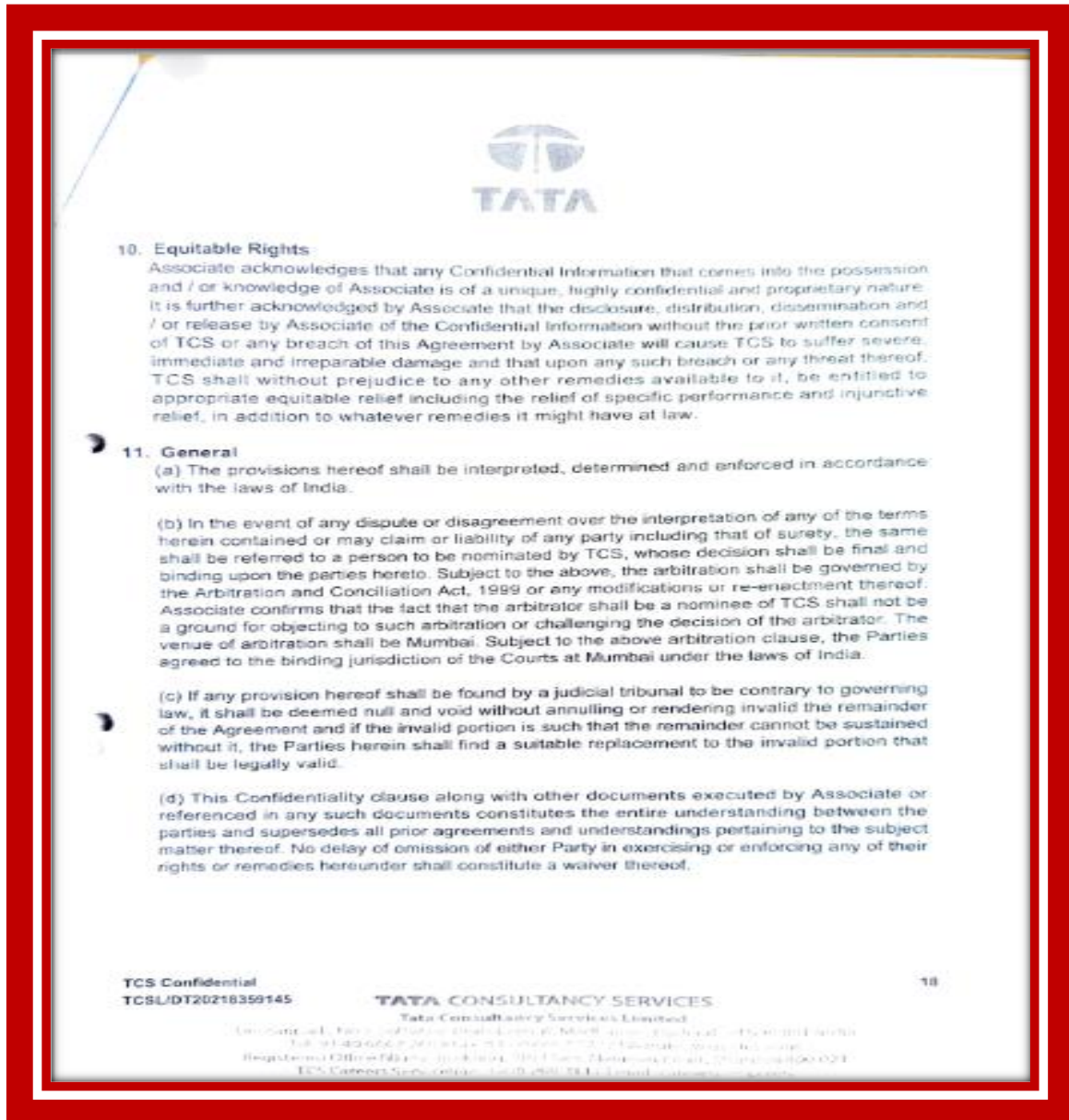
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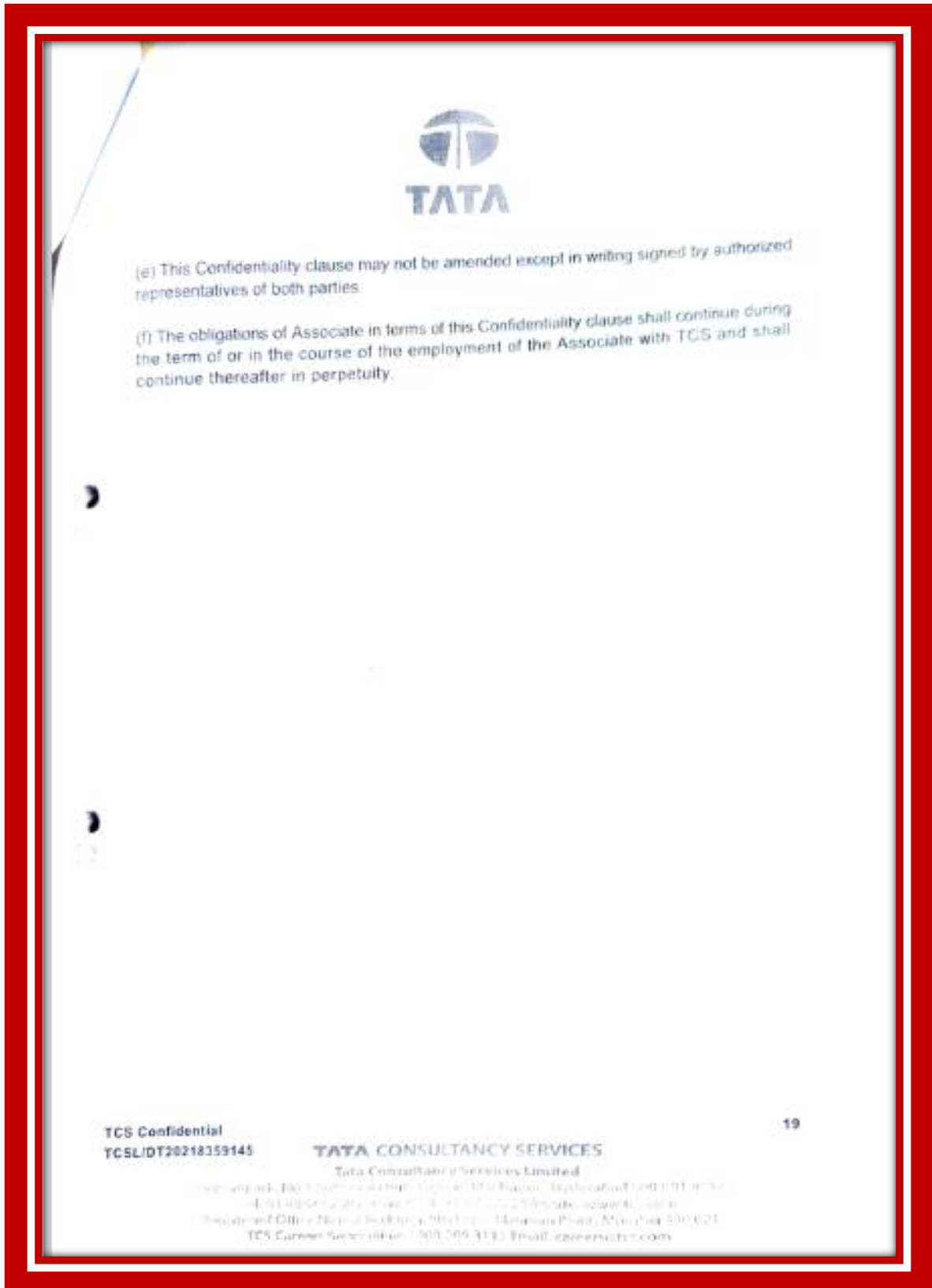
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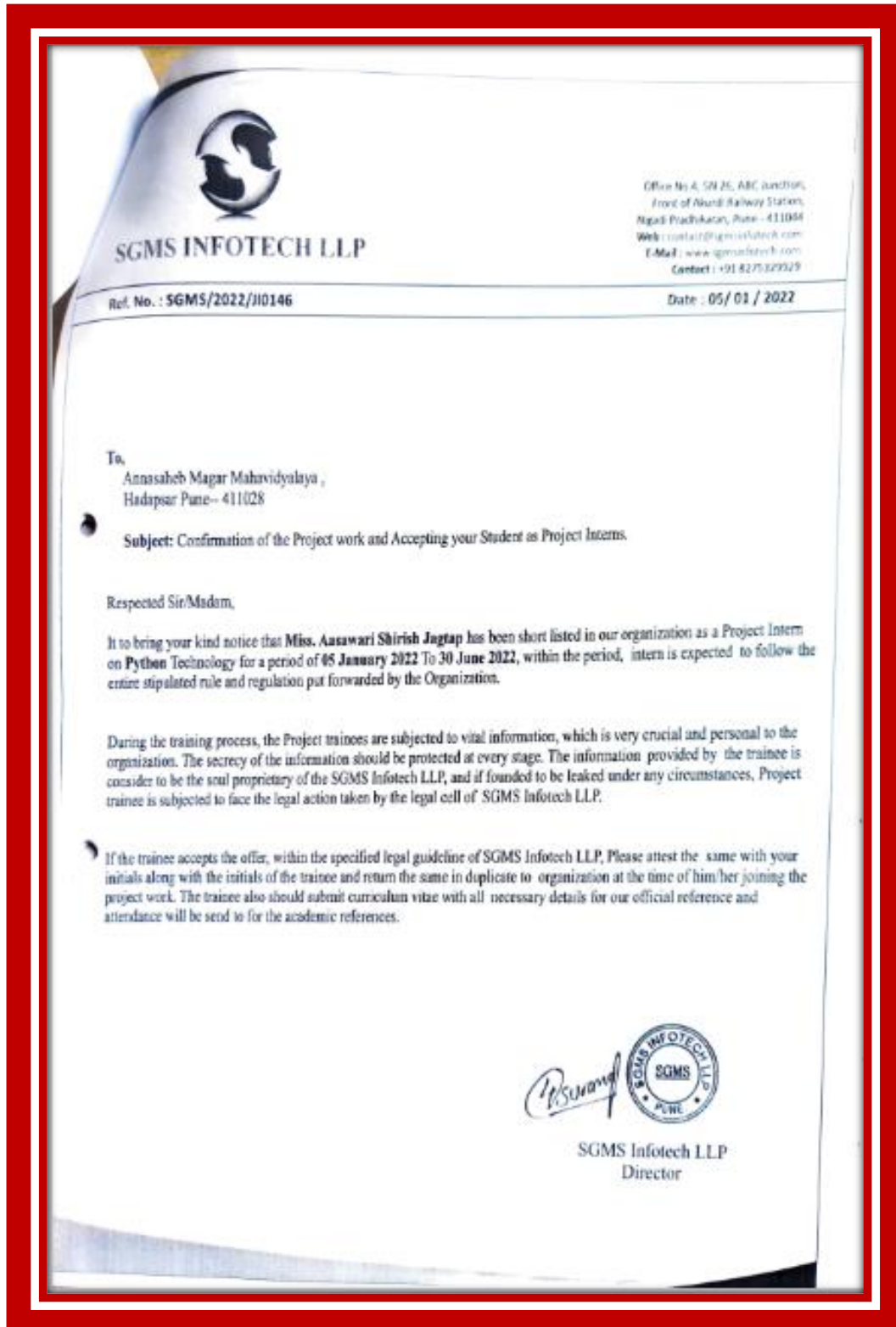
8 . Ghate Harshal Rajendra



9. Vyas Vishal Chandraprakash



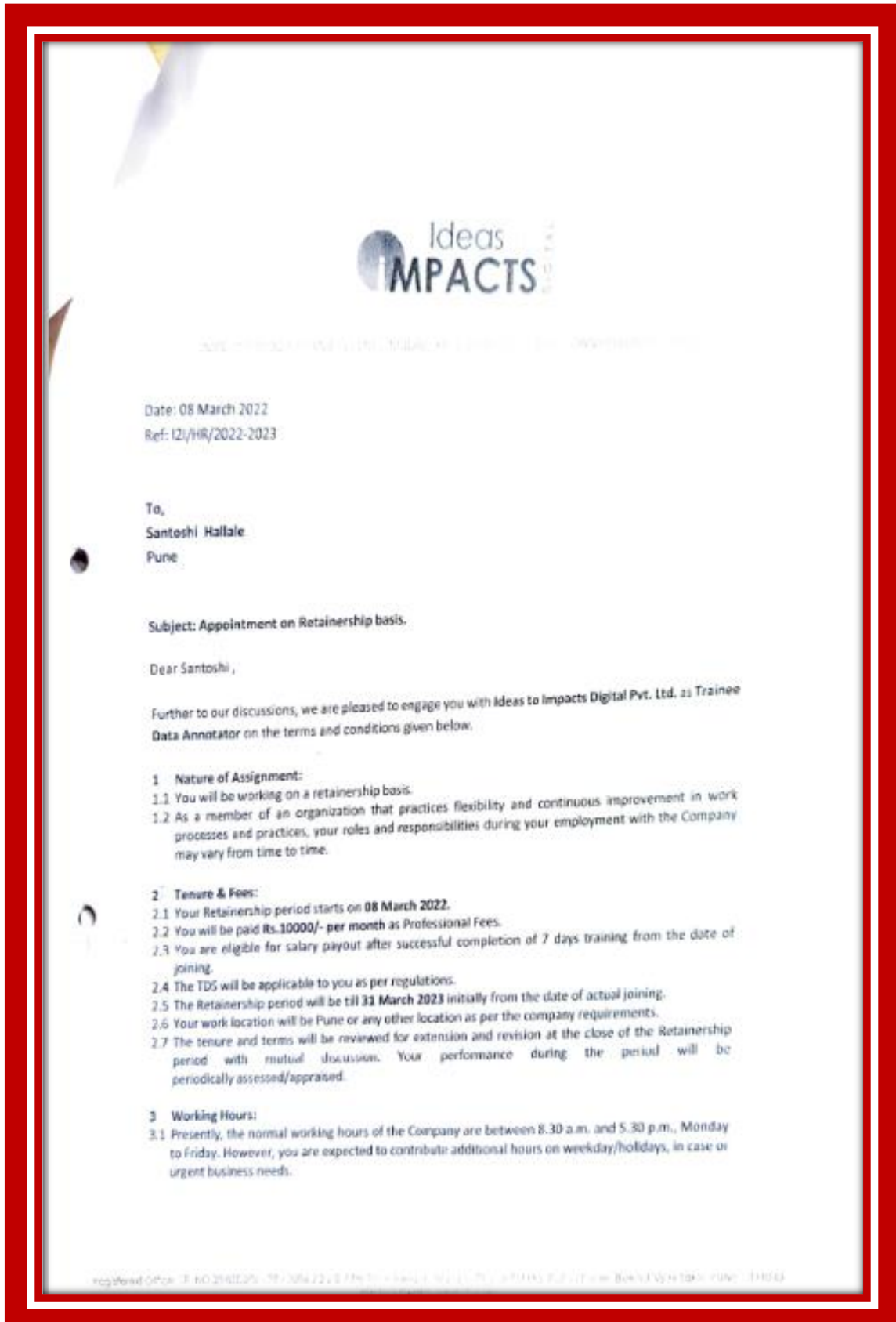
10. Jagtap Aasawari Shirish



11 . Darkunde Pandurang Nvnath



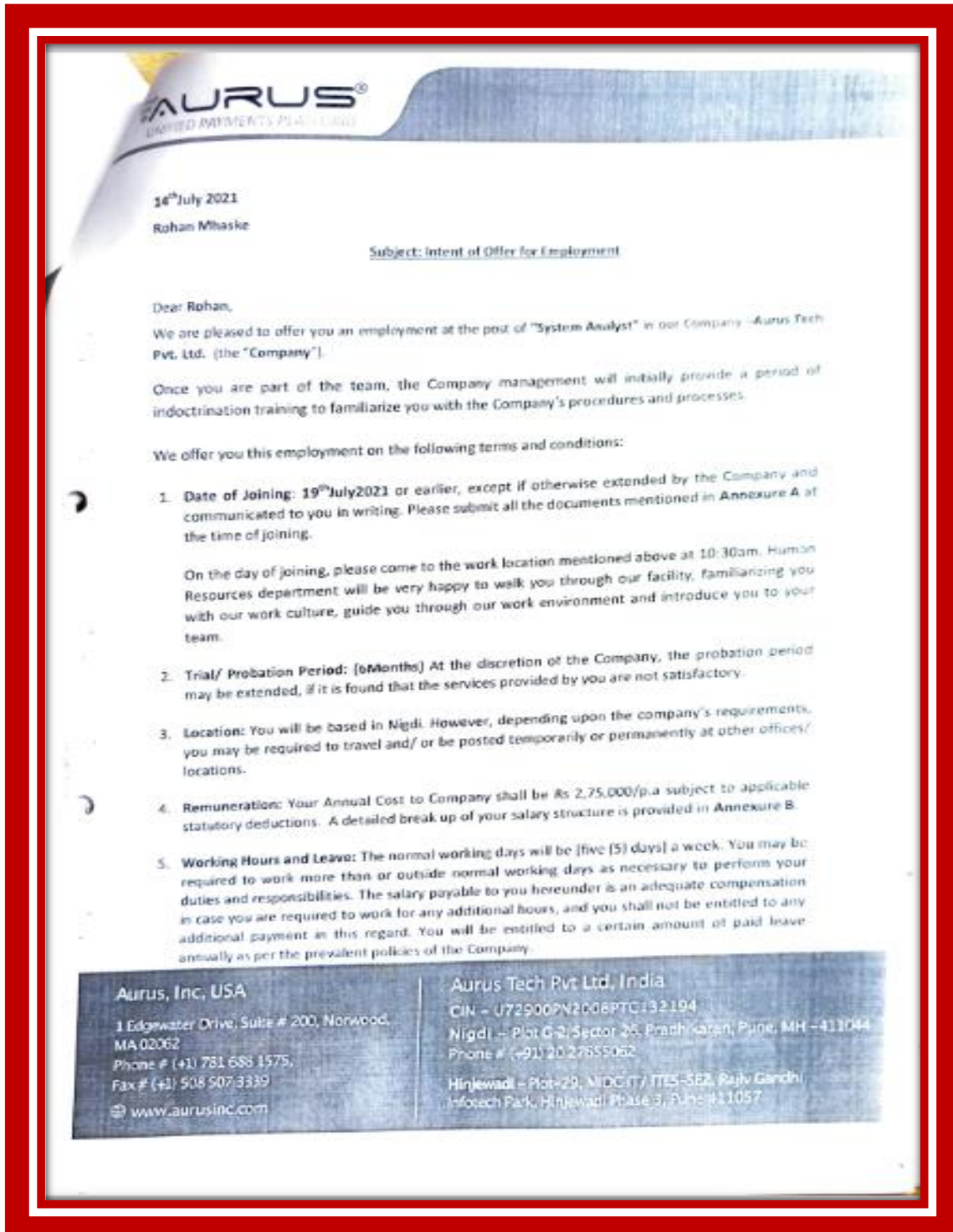
12. Hallale Santoshi Shivaji



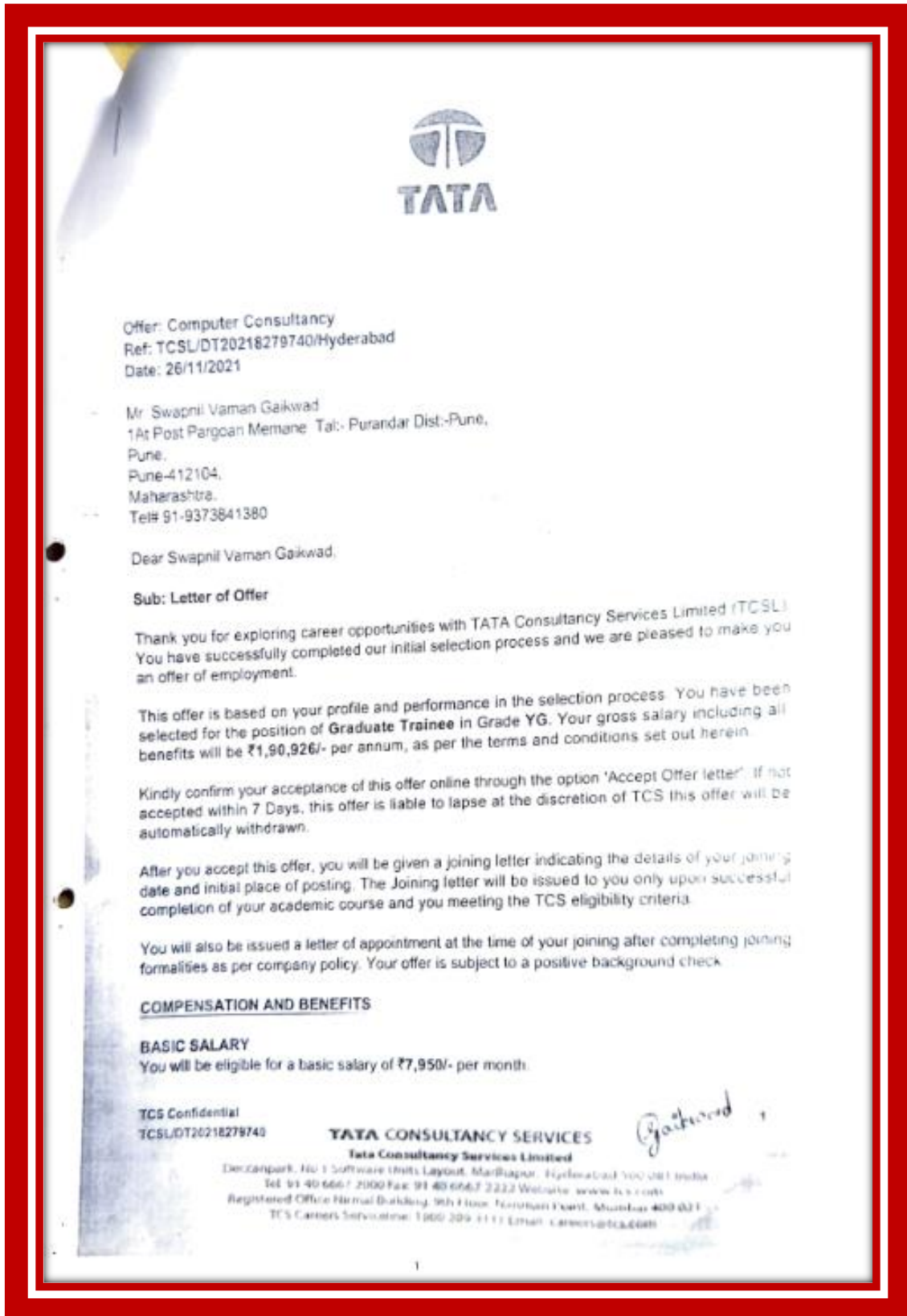
12 . Hallale Santoshi Shivaji



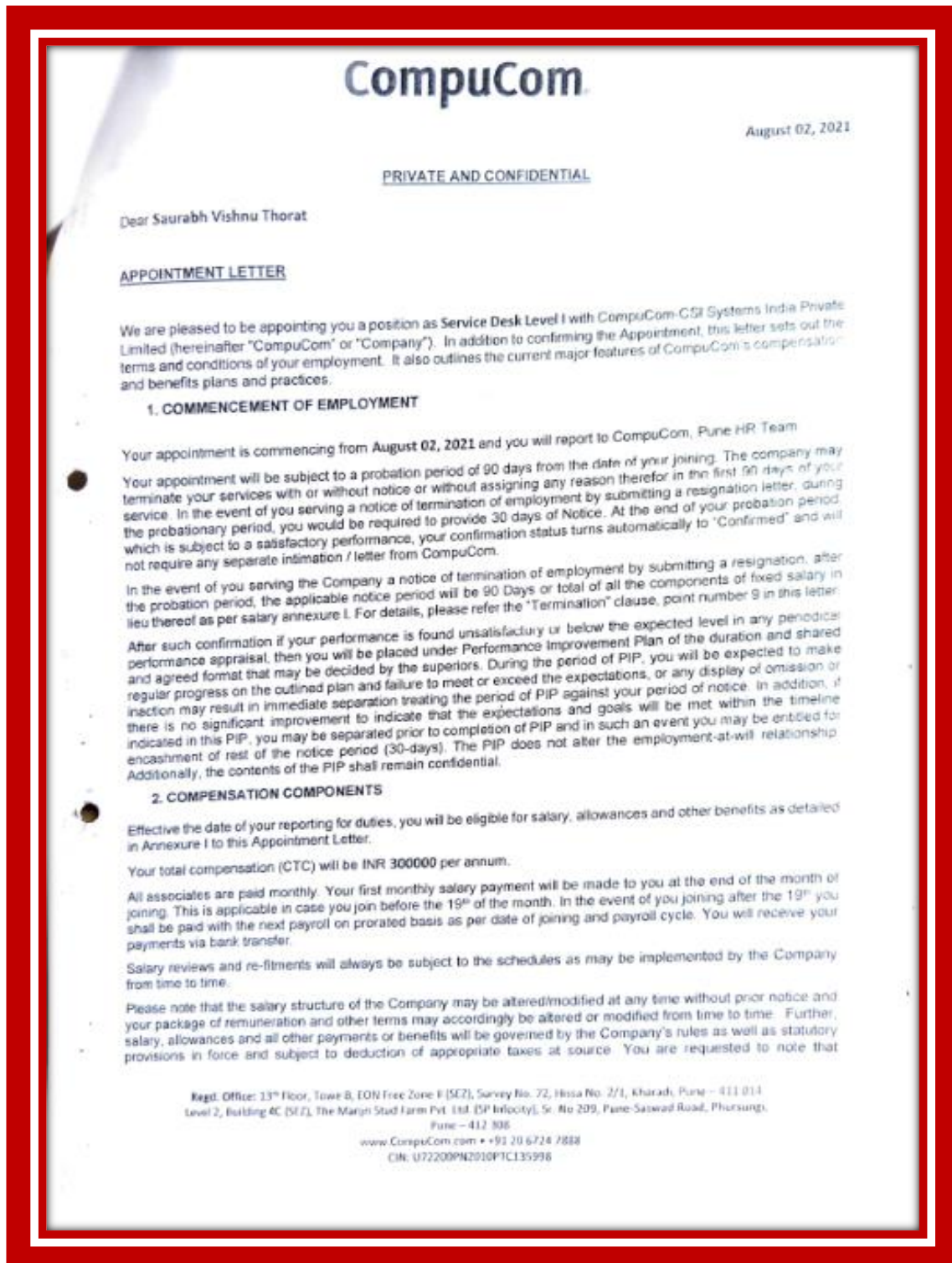
13. Mhaske Rohan Maruti



14 . Gaikwad Swapnil Vaman



15 . Thorat Saurabh Vishnu




16 . Hole Shweta Rushikesh



16 . Hole Shweta Rushikesh

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

17 . Mhetre Mahesh



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
	Total Assured Gross	Rs. 24,086	Rs. 289,034
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
	Cost to Company	Rs. 28,267	Rs. 339,200


*** 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 amended)

**** 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 OS Convergys India Services Private Limited 1
Date: 2022.01.27 23:30:41 +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 : _____

CNX1/REC/ART/NSLAX/FT121110/21.0

17 . Mhetre Mahesh



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 Adviser 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 onboarding 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/AGHRA/TE/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 68157131
CIN: U74800DL2001PTC109274

info@concentrix.com | www.concentrix.com

17 . Mhetre Mahesh



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 trainings 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

17 . Mhetre Mahesh



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

17 . Mhetre Mahesh



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/AGHRA/TE/1.3

17 . Mhetre Mahesh



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. 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 : _____

NCNX/REG/ART/AGHR/AFTE/1.3

18 . Sonawane Bhushan



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.

+91 737 8494 787 info@anikaay.com www.anikaay.com

18 . Sonawane Bhushan



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.

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

19 . Sonar Mayur



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

19 . Sonar Mayur



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.


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info@anikaay.com

www.anikaay.com

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

20 . Bondre Sanket



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.

+91 737 8494 787 info@anikaay.com www.anikaay.com

20 .Bondre Sanket



Anikaay
Pvt. Ltd.

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

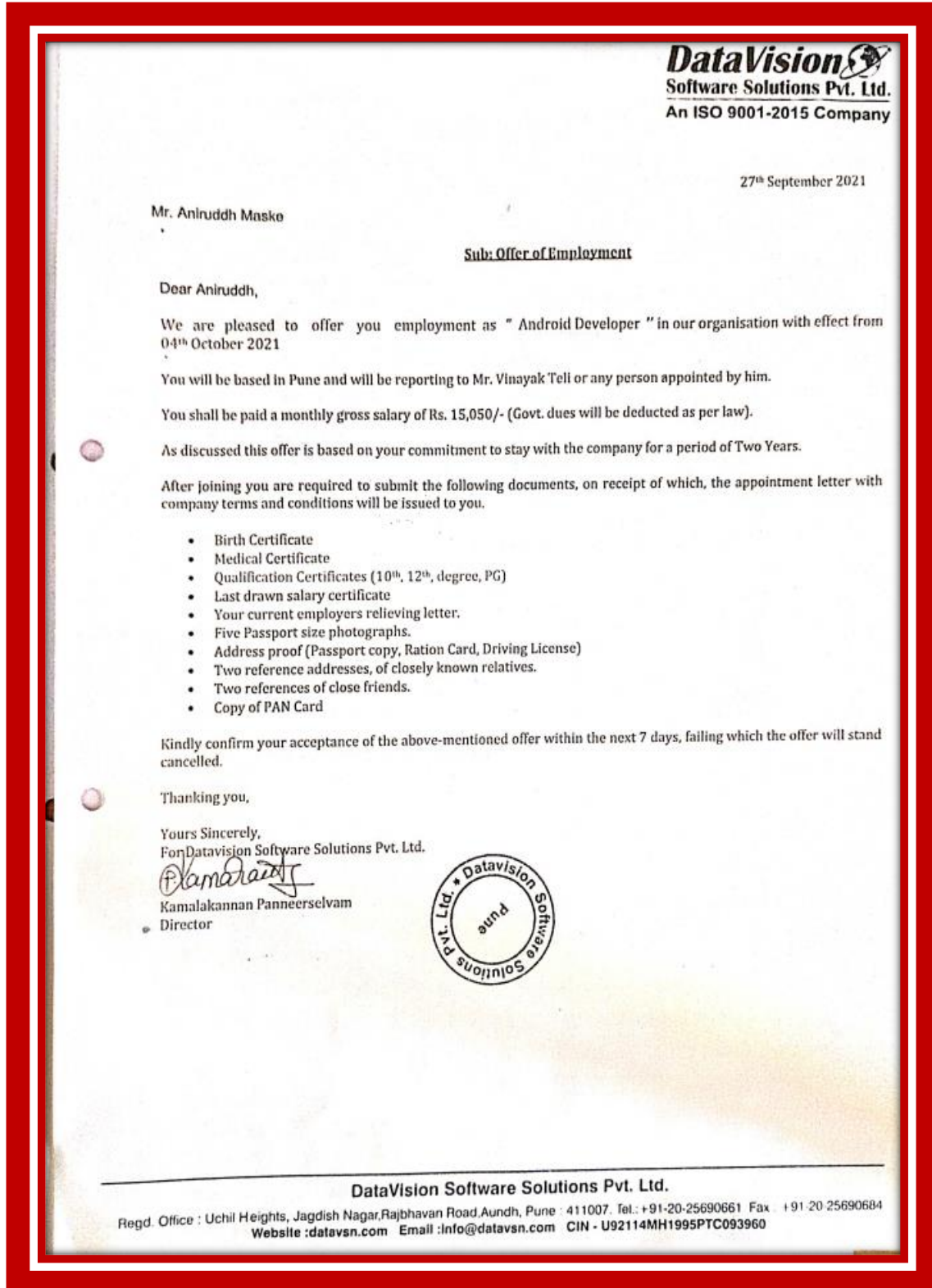
- The Employee shall be entitled to leave and holidays in accordance with the Company's policy. The Employee is entitled to have an additional holiday on their birthday, provided that their duties permit such a holiday.

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.

+91 737 8494 787 info@anikaay.com www.anikaay.com
306, 3rd Floor, Kumar Primus, Hadapsar, Pune- 411013

21 . Anirudha Mhaske



21. Anirudha Mhaske

DataVision
Software Solutions Pvt. Ltd.
An ISO 9001-2015 Company

Private & Confidential

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

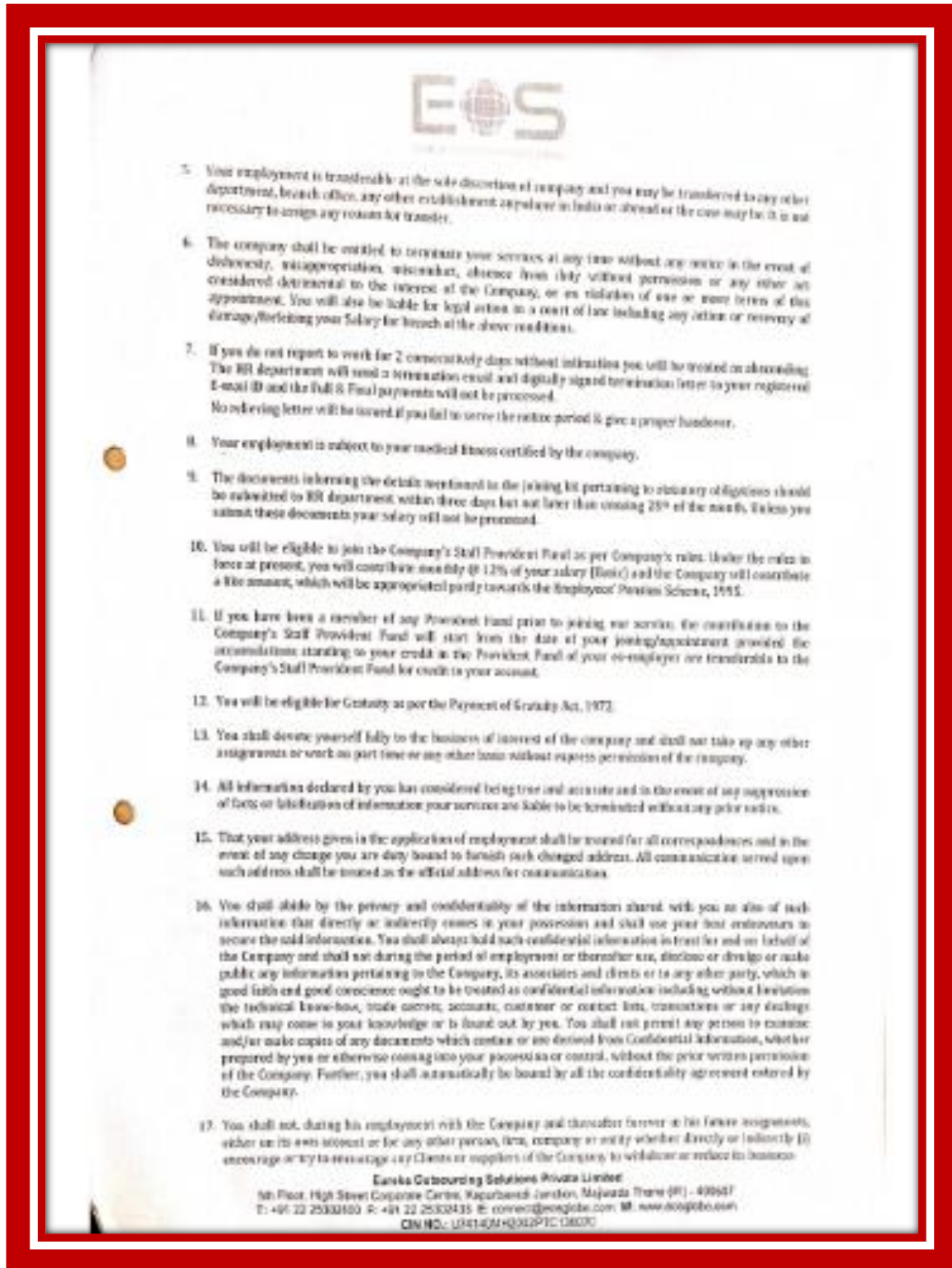
Note - 1. Govt. dues will be deducted as per law.

DataVision Software Solutions Pvt. Ltd.
Regd. Office : Uchil Heights, Jagdish Nagar Rajbhavan Road Aundh, Pune - 411007. Tel : +91-20-25690661 Fax : +91-20-25690664
Website : datavsn.com Email : info@datavsn.com CIN - U92114MH1995PTC093960

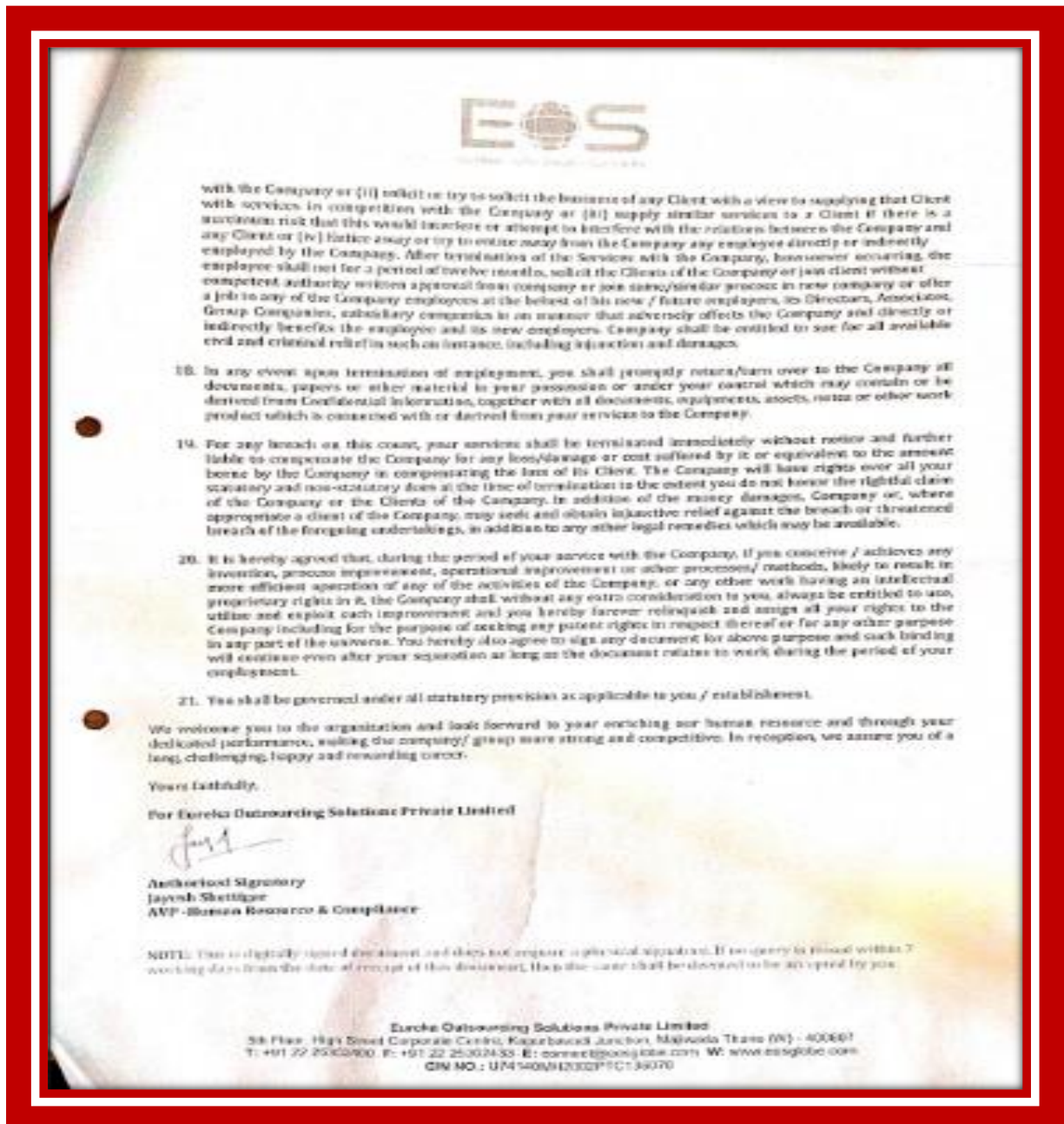
22 . Ajay Amar Soma



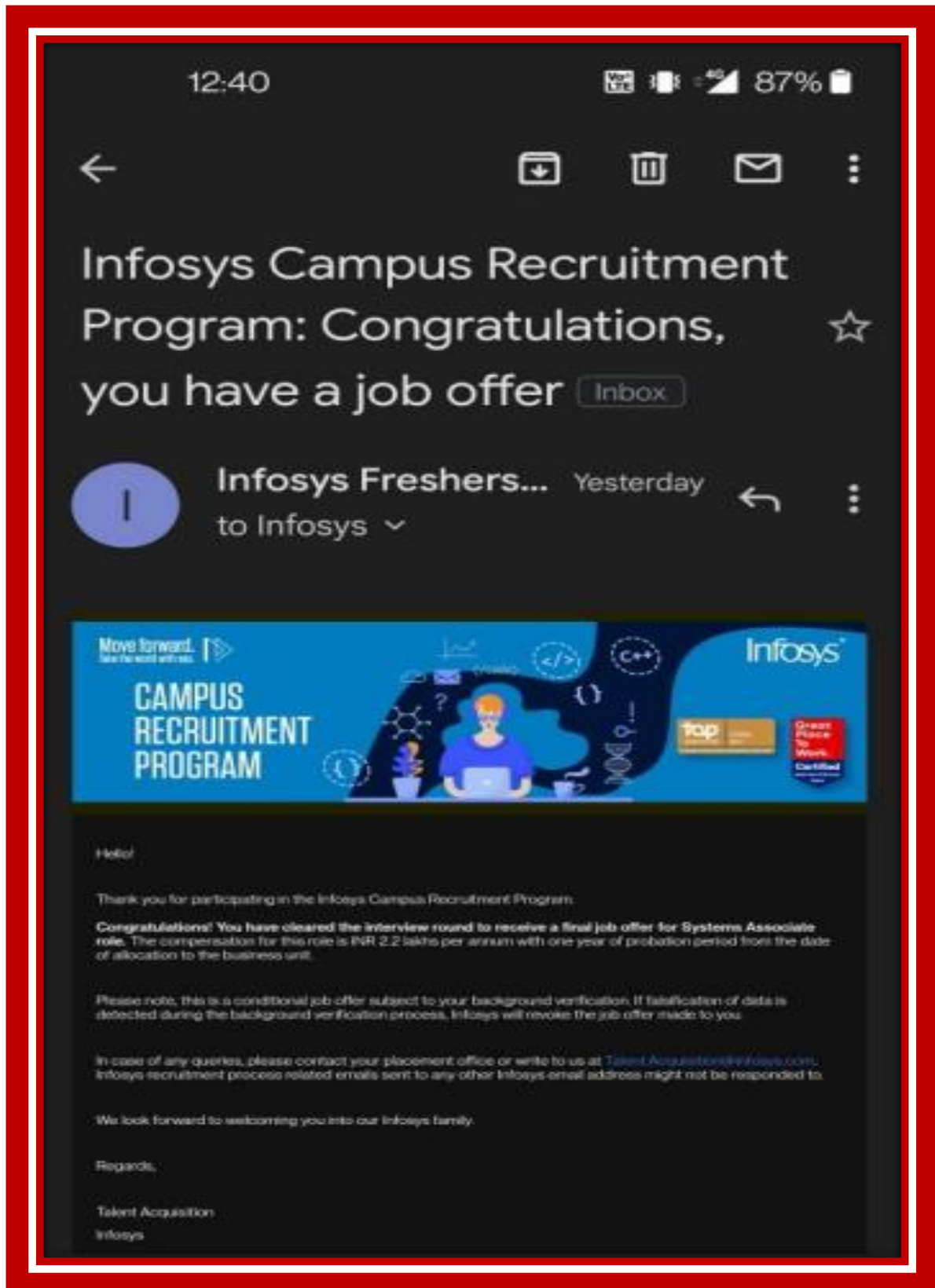
22 . Ajay Amar Soma



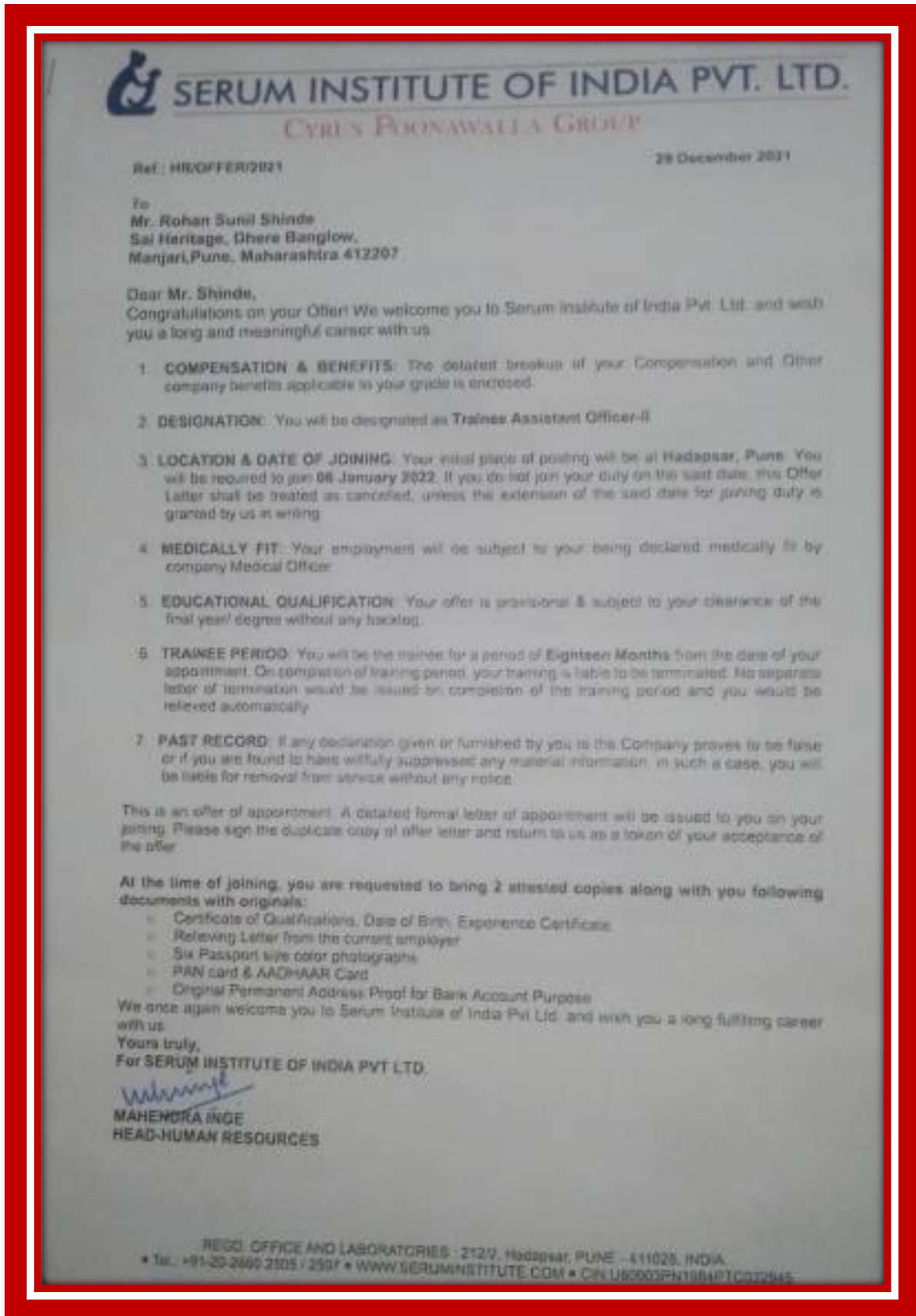
22 . Ajay Amar Soma




23 . Trupti Bhosale



24. Shinde Rohan Sunil



25. Vinit Singh



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:

- Commencement of employment:**
Your employment will be effective, as of **01- NOV, 2021**.
- Job title:**
Your designation with **DEMANDCIRCLE ITES LLP** will be **IT Admin and Network Security**
- Salary:**
Your salary and other benefits will be as set out in Annexure I, hereto.
- 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.
- 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.
- 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.
- 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.
- Company property:**

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Corporate Office: One Gateway Center, ste. 2600, Newark, New Jersey 07102, United States
Contact No.: +1 (206) 809-0022 Email: info@demandcircle.com

25 . Vinit Singh

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;

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Corporate Office: One Gateway Center, ste. 2600, Newark, New Jersey 07102, United States
Contact No.: +1 (206) 809-0022 Email: info@demandcircle.com

25 . Vinit Singh

- 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:

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Corporate Office: One Gateway Center, ste. 2600, Newark, New Jersey 07102, United States
Contact No. : +1 (206) 809-0022 Email: info@demandcircle.com

25. Vinit Singh

- 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

25 . Vinit Singh

Annexure i - employee salary-

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

Sincerely,
DEMAND CIRCLE ITES LLP

Accepted By
MR.VINEET SINGH



Human Resources Team
Saundarya Narwa

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Corporate Office: One Gateway Center, Ste. 3600, Newark, New Jersey 07102, United States
Contact No.: +1 (206) 809-0022 Email: info@demandcircle.com

26. Madhuri Shinde



27 . Rimpa Das



TCS Offer Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
Reply to: recruitment.entrylevel@tcs.com
To: rdas11833@gmail.com

Sun, 21 Nov, 2021 at 2:18 AM

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!

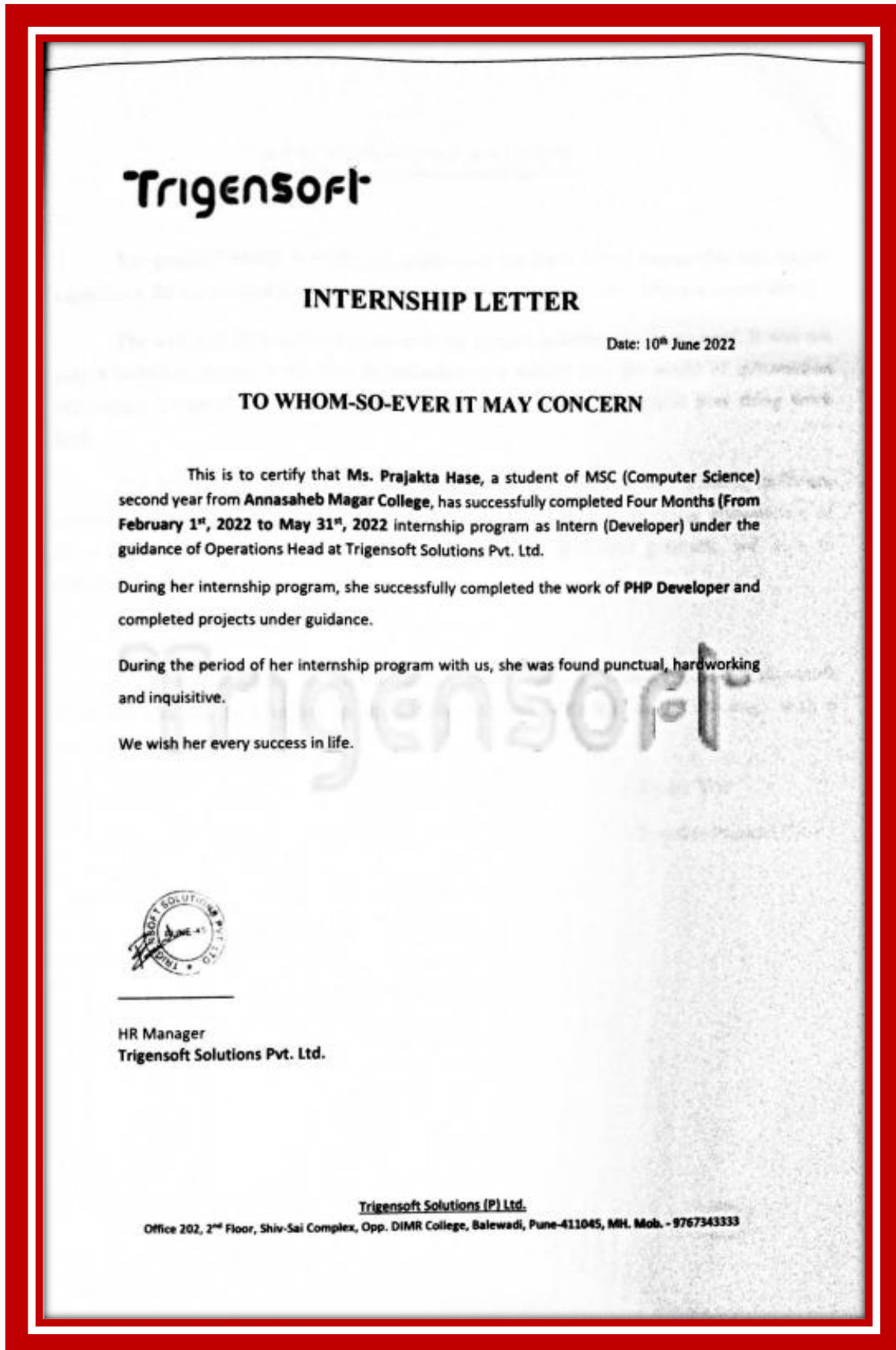
For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

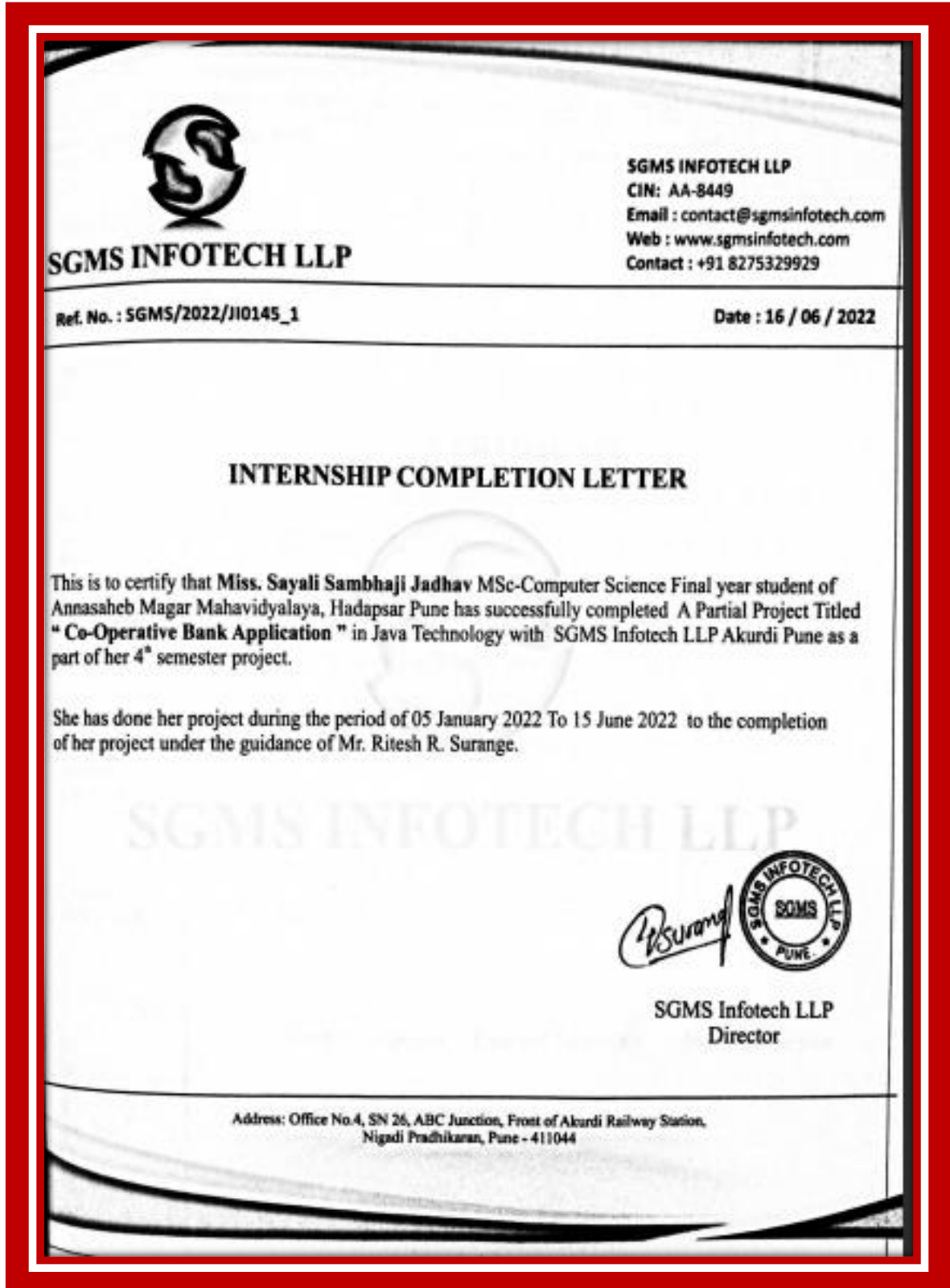
TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====
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

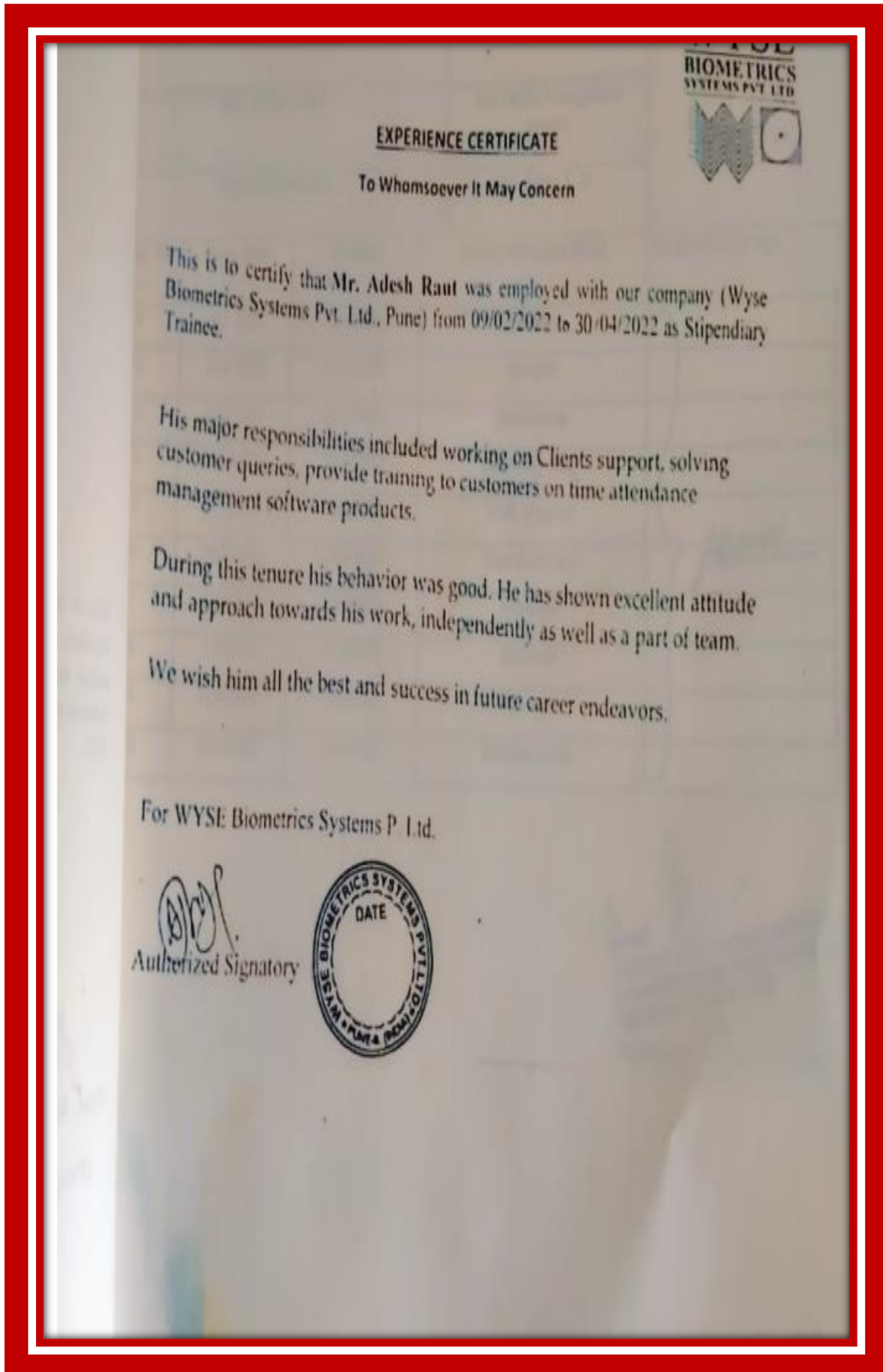
28 . Hase Prajakta Pramod



29 . Jadhav Sayli Sambhaji



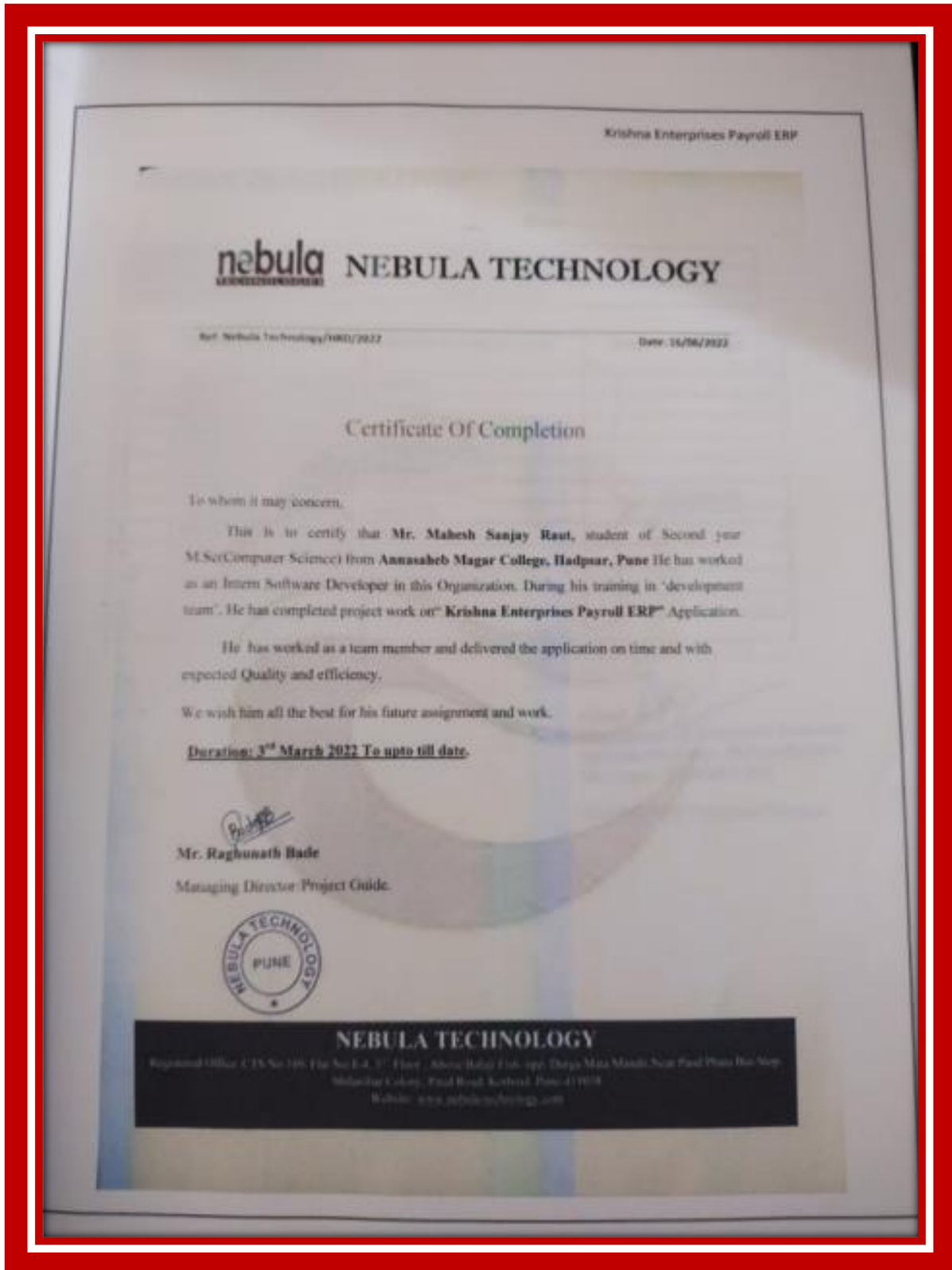
30 . Raut Adesh Nandkumar



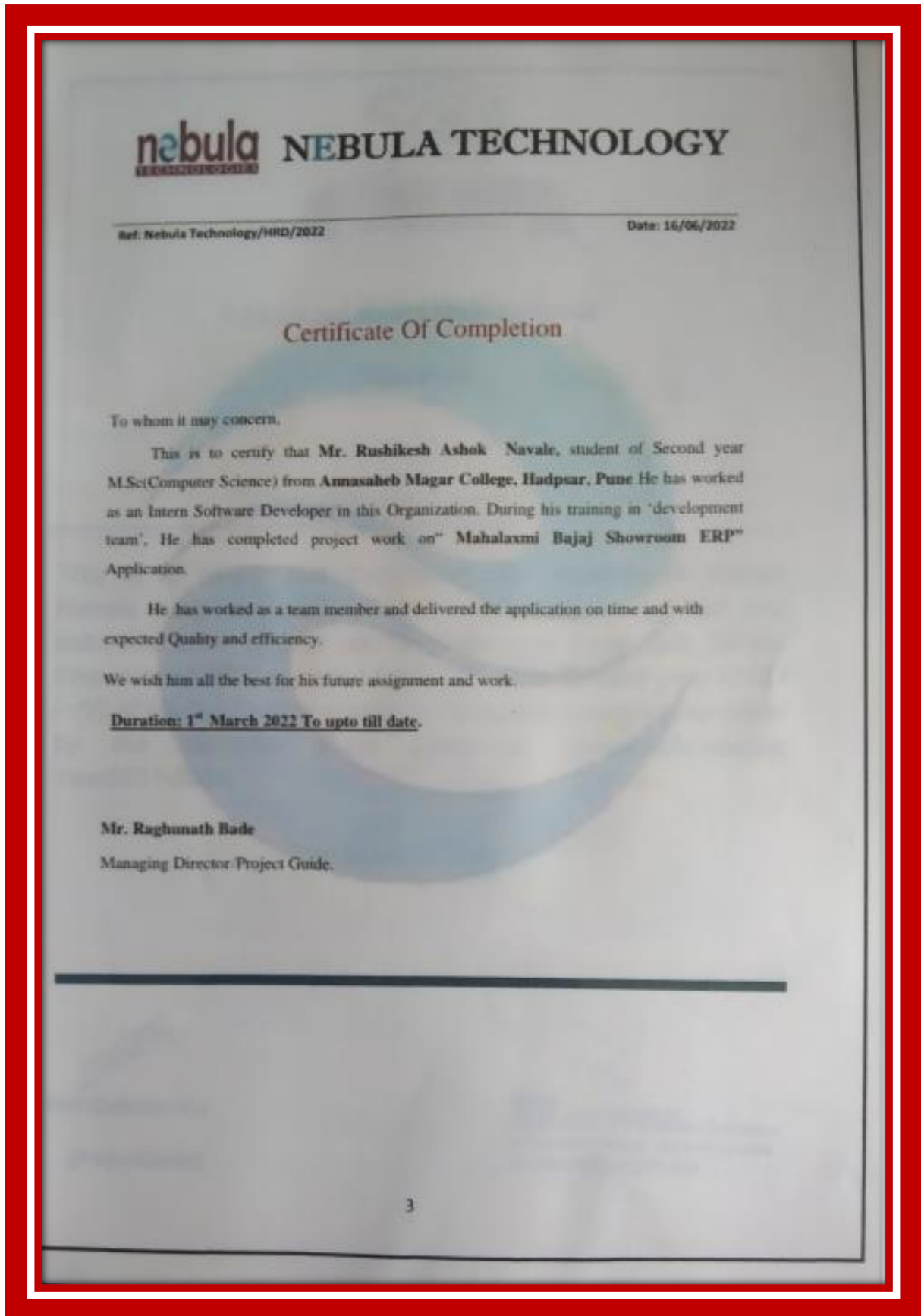
31. Shinde Pratiksha Ramchandra



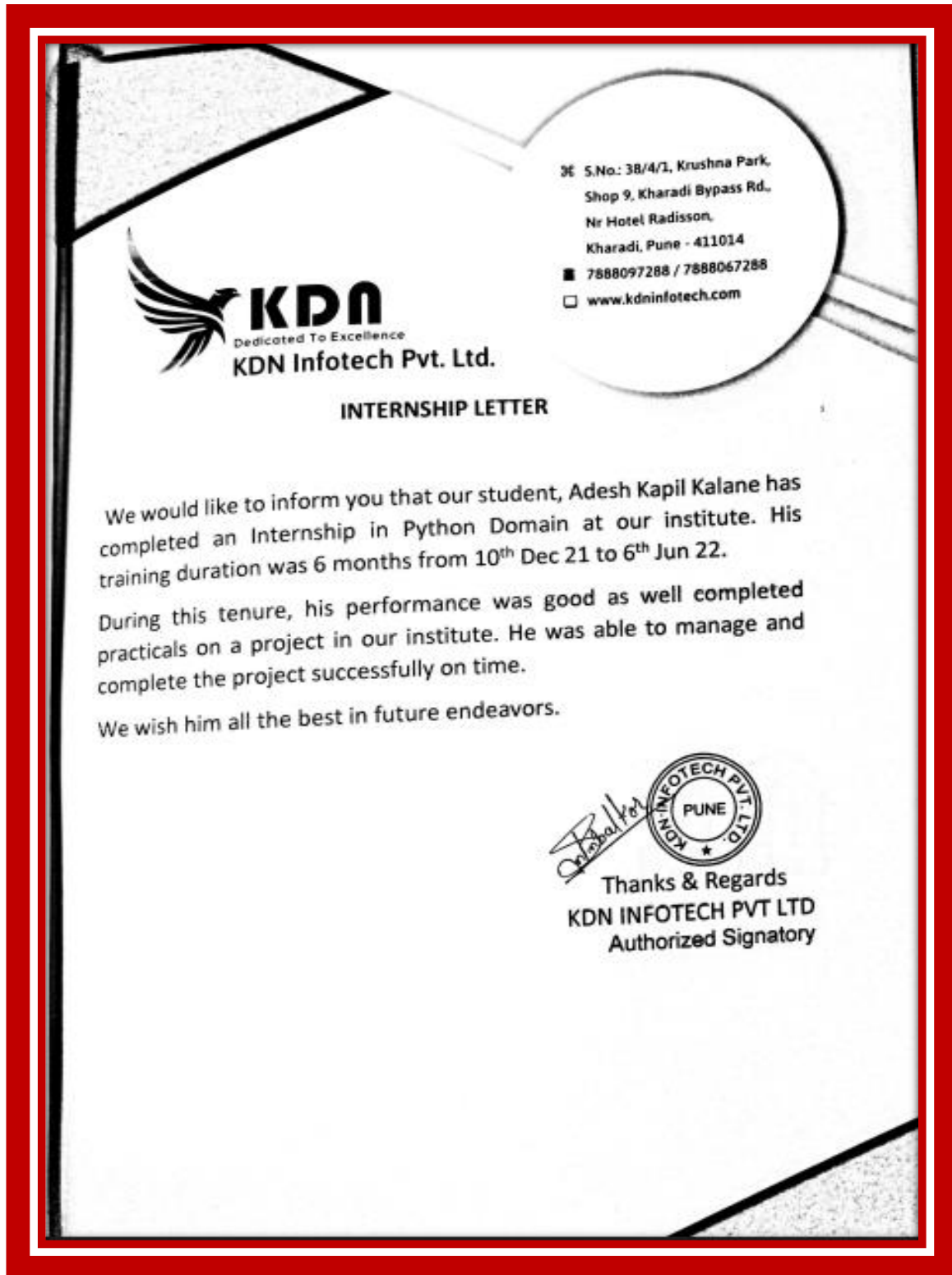
32 . Raut Mahesh Sanjay



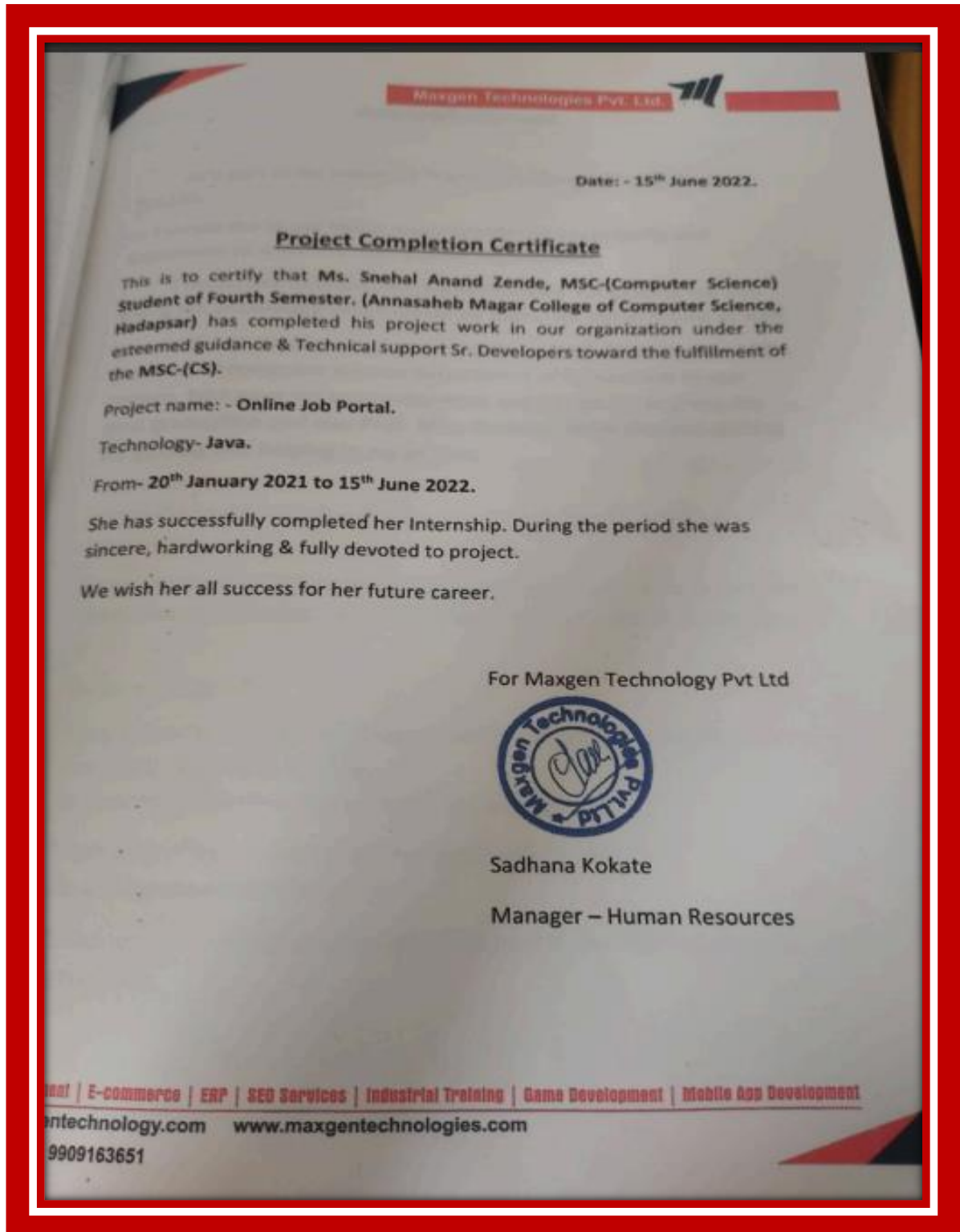
33 . Navale Rushikesh Ashok



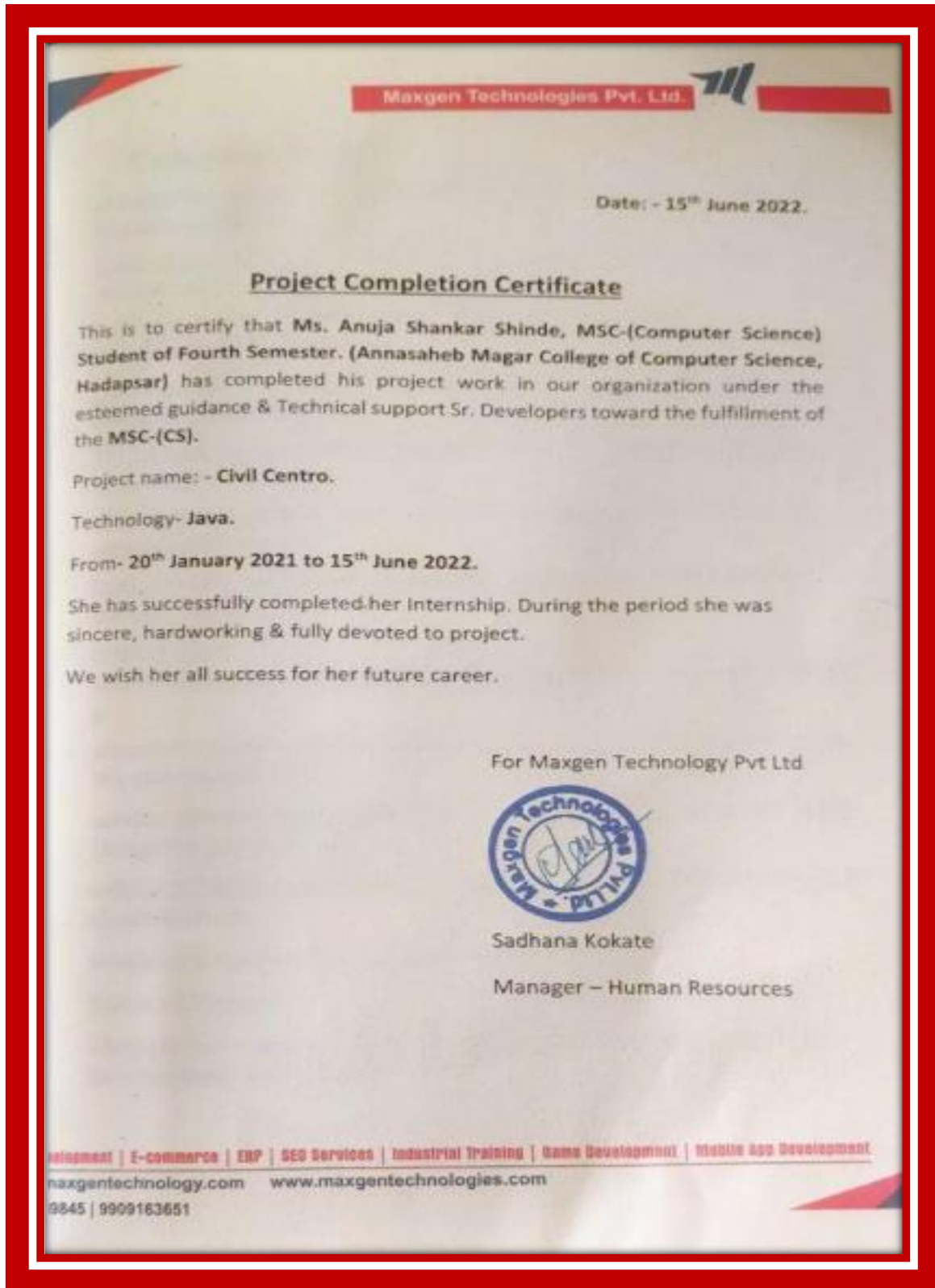
34 . Kalane Adesh Kapil



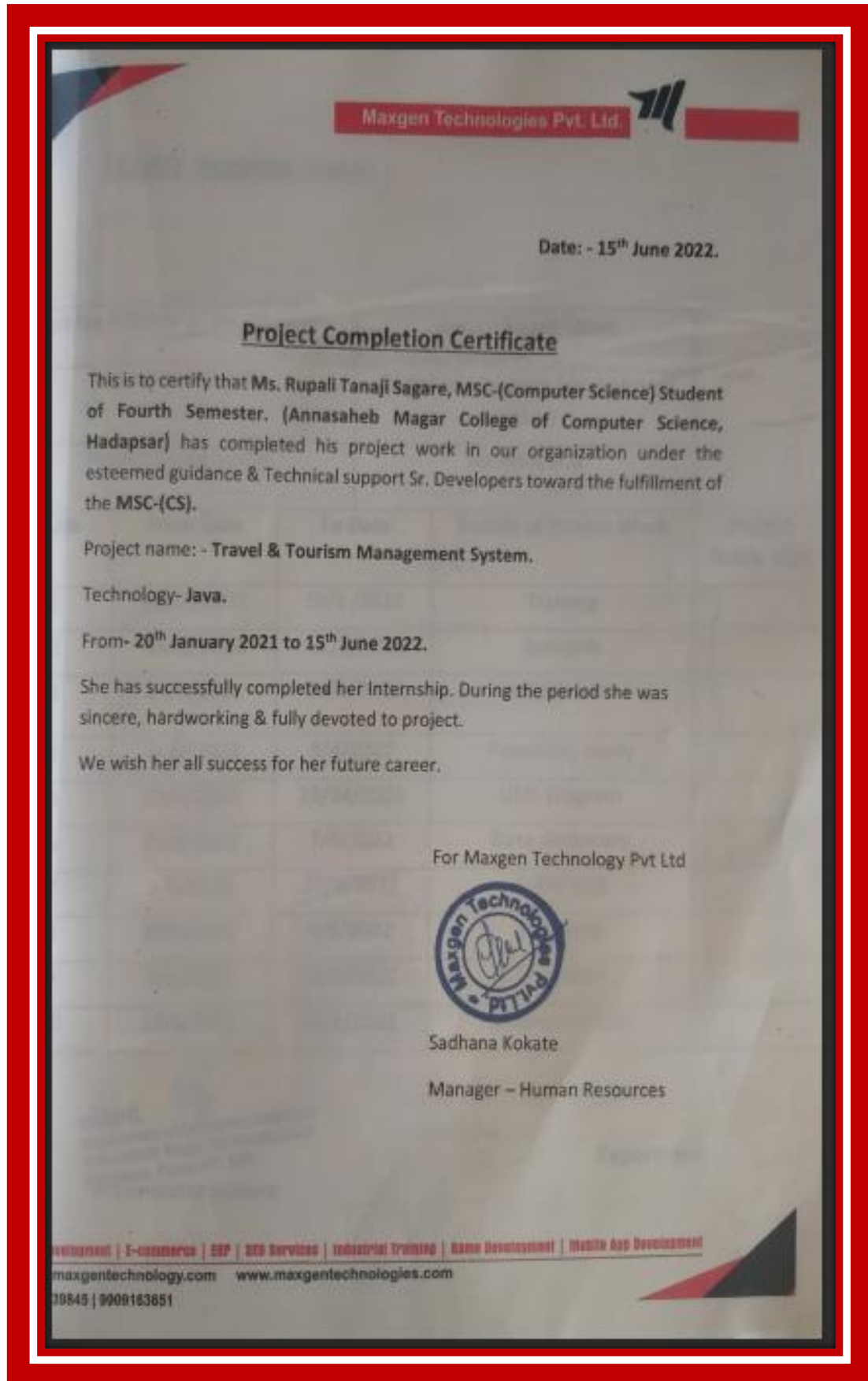
35 . Zende Snehal Anand



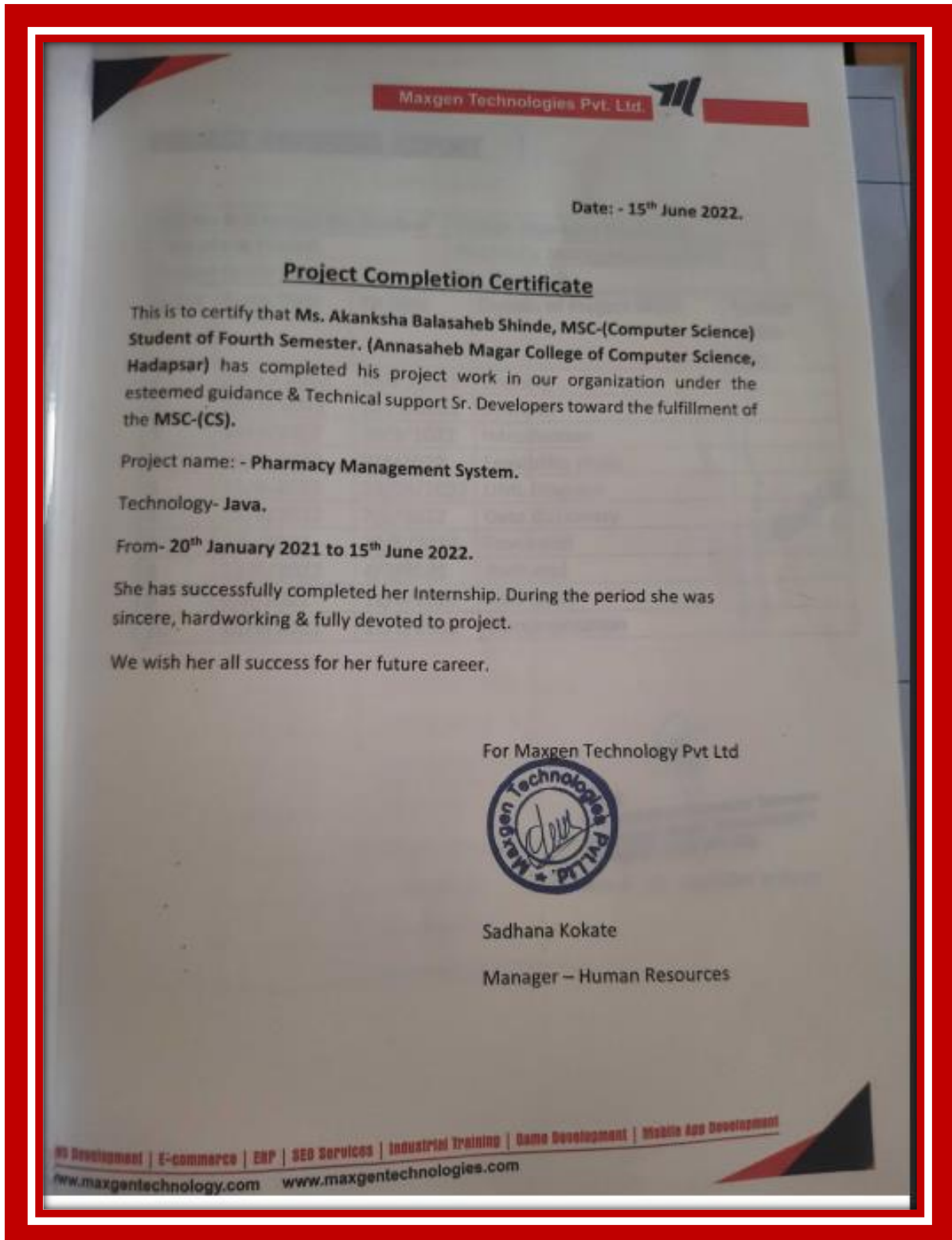
36. Shinde Anuja Shankar



37 . Sagare Rupali Tanaji



38 . Shinde Akanksha Balasaheb



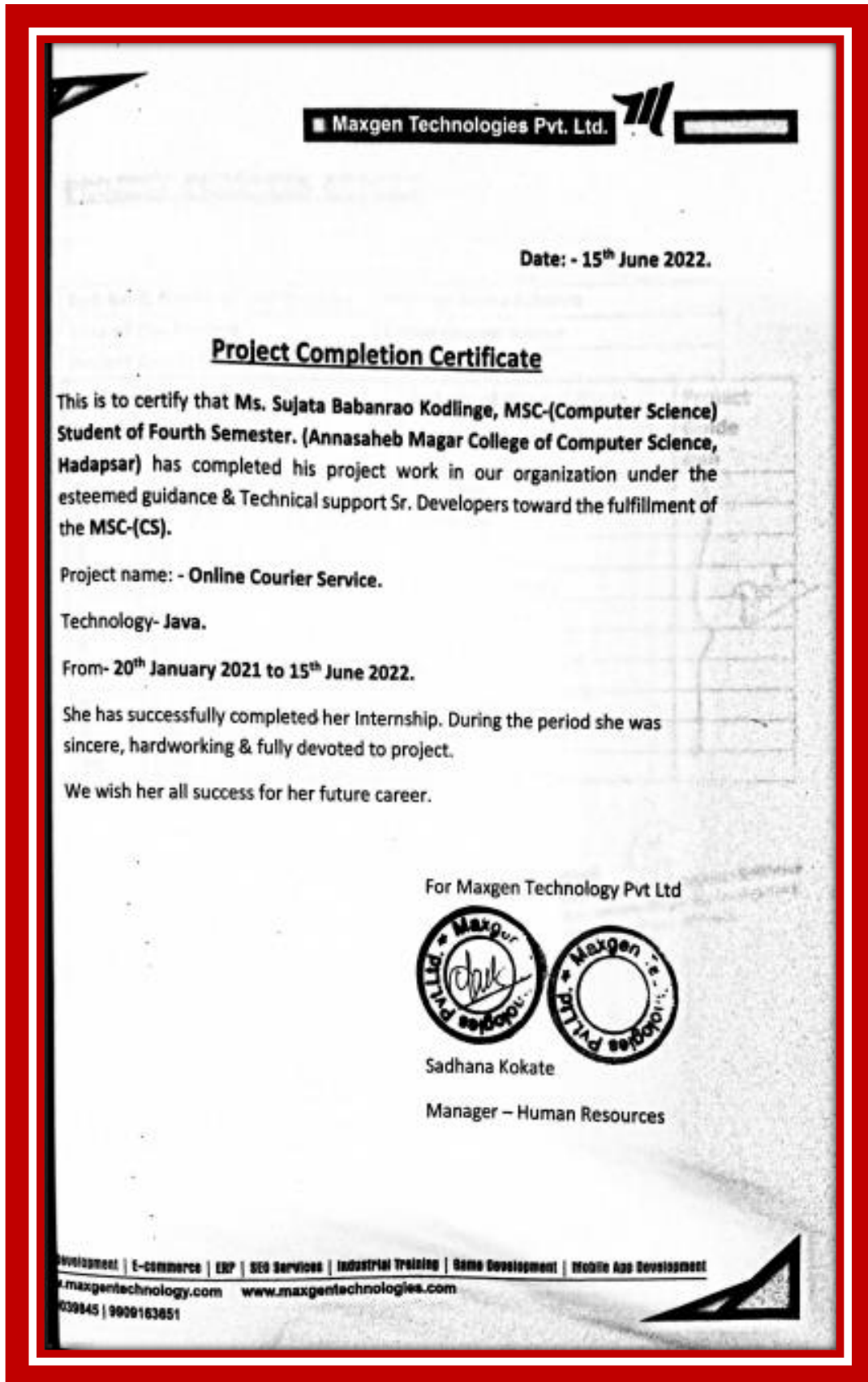
39. Lanjare Trupti Tanaji



40 . Shinde Aditya Rajesh



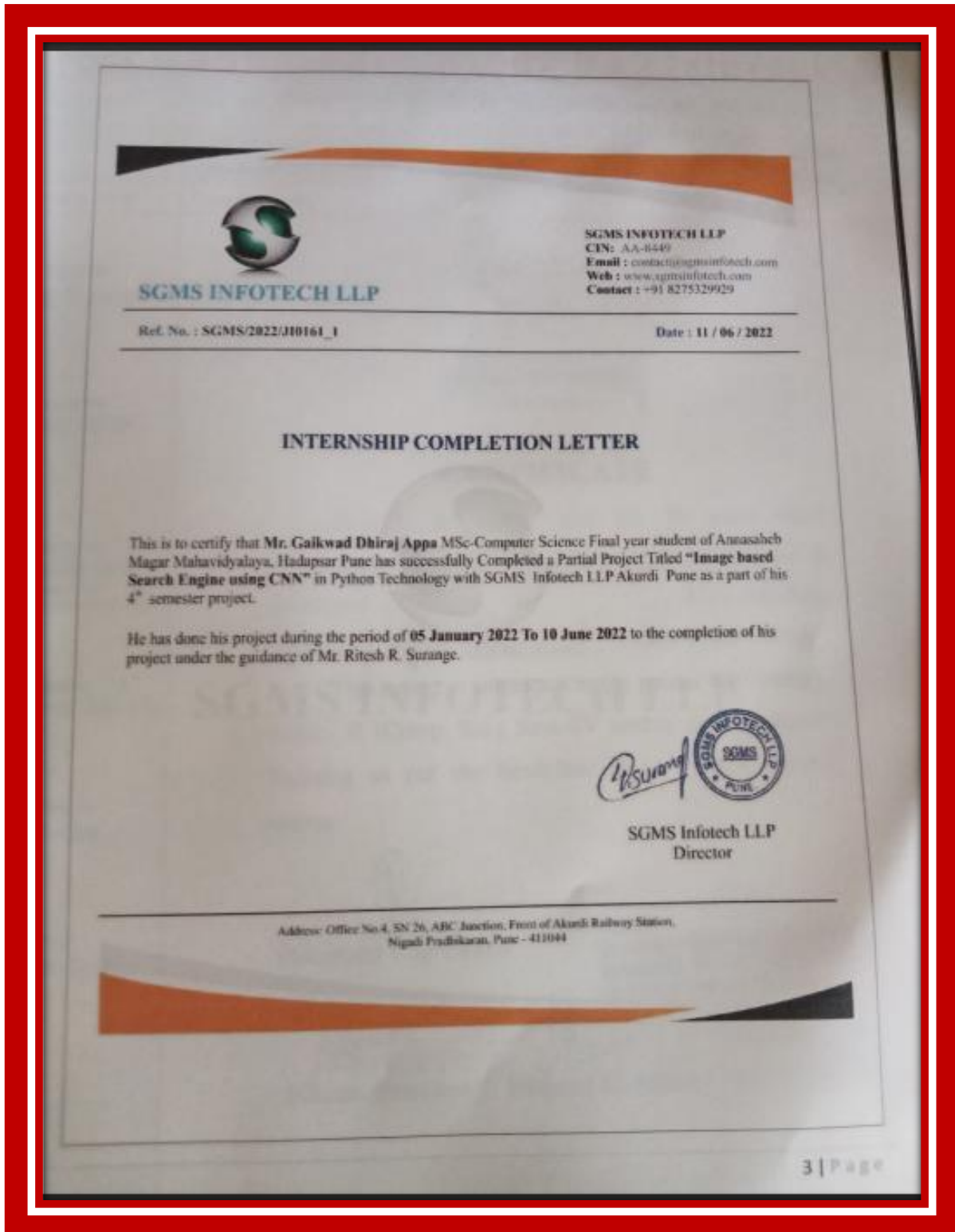
41 . Kodlinge Sujata Babanrao



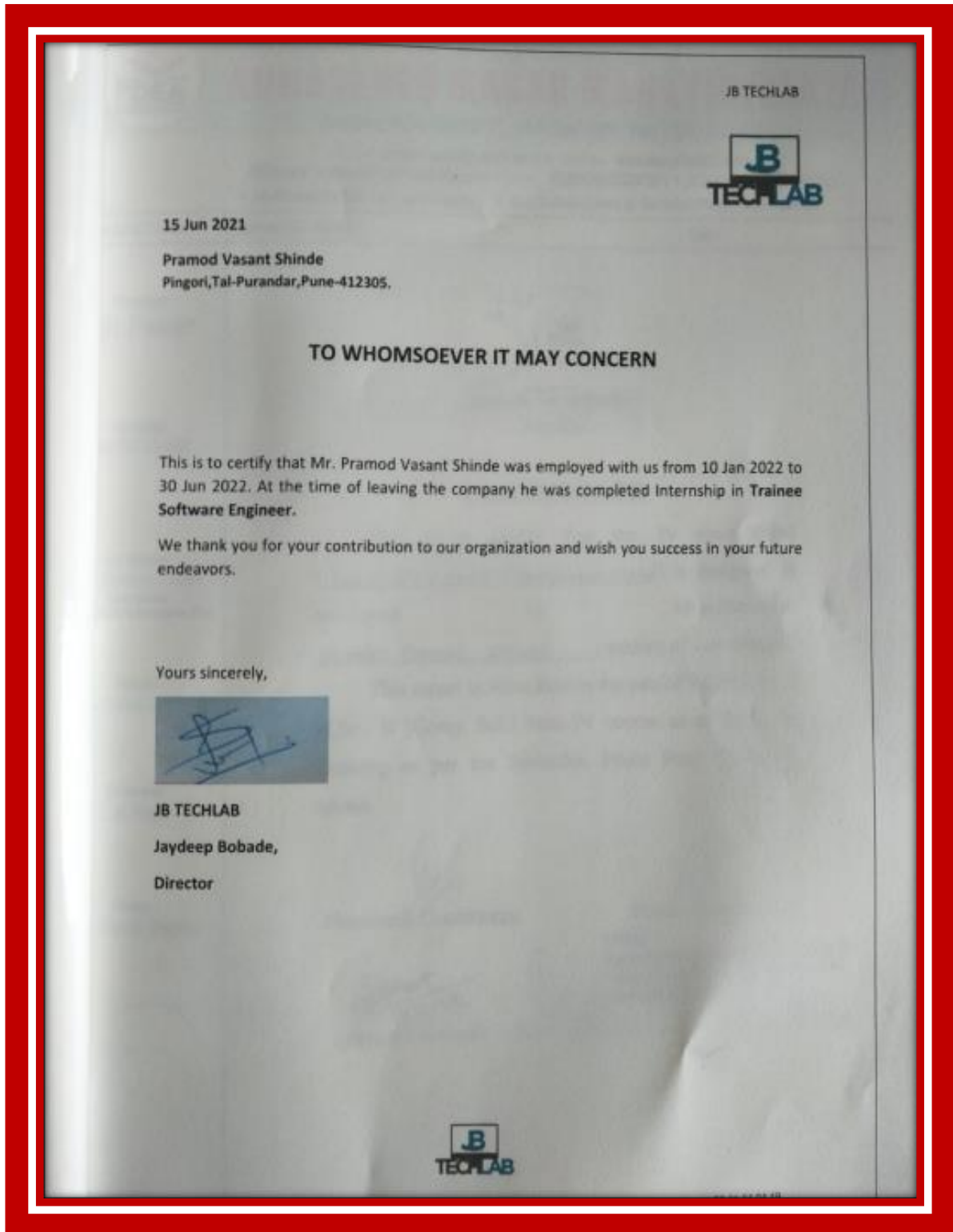
42 . Kudale Mahesh Dada



42 . Gaikwad Dhiraj Appa



43 . Shinde Pramod Vasant



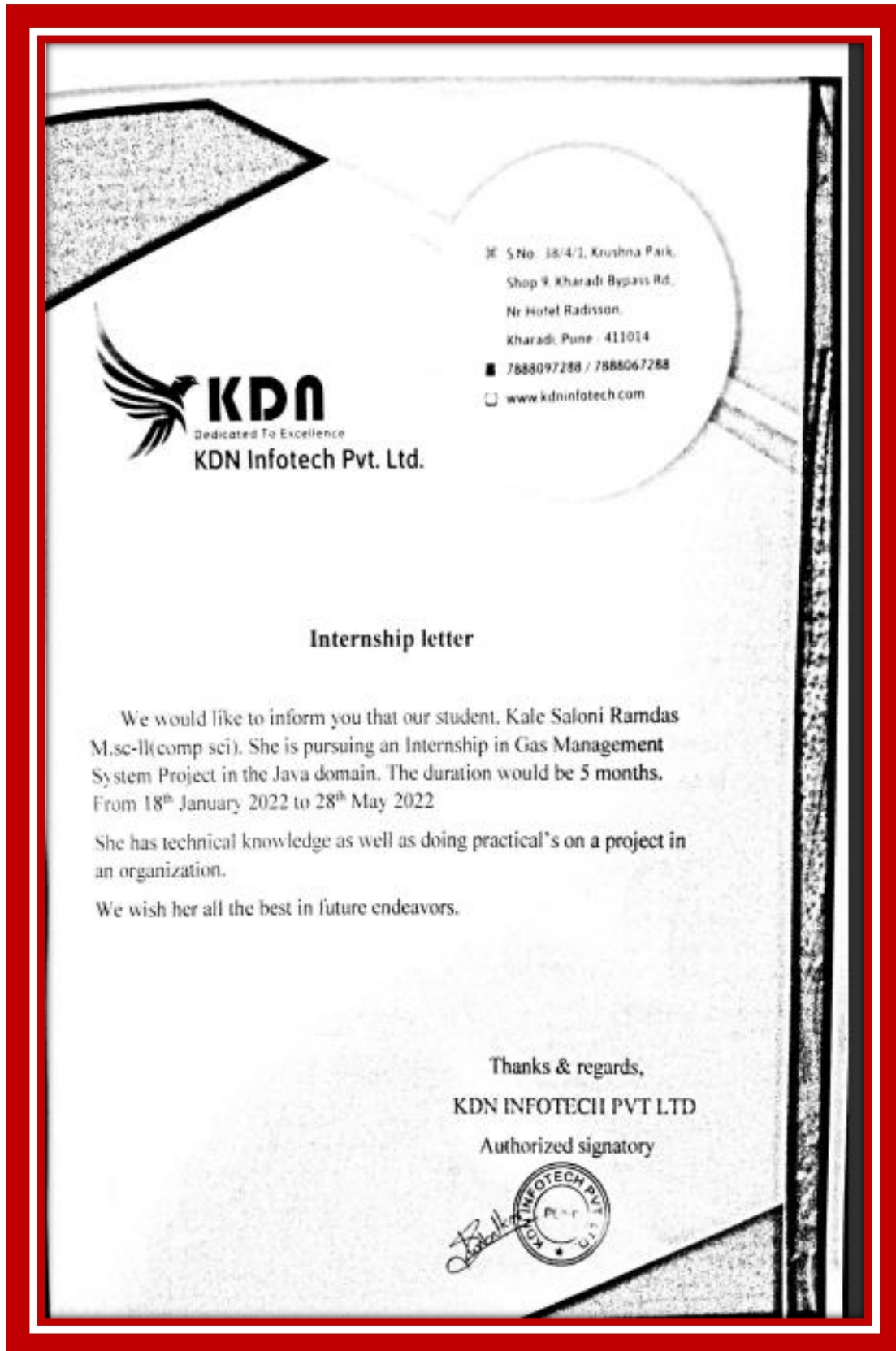
44 . Khalekar Rohan Ashok



45. Jagtap Suraj Sanjay



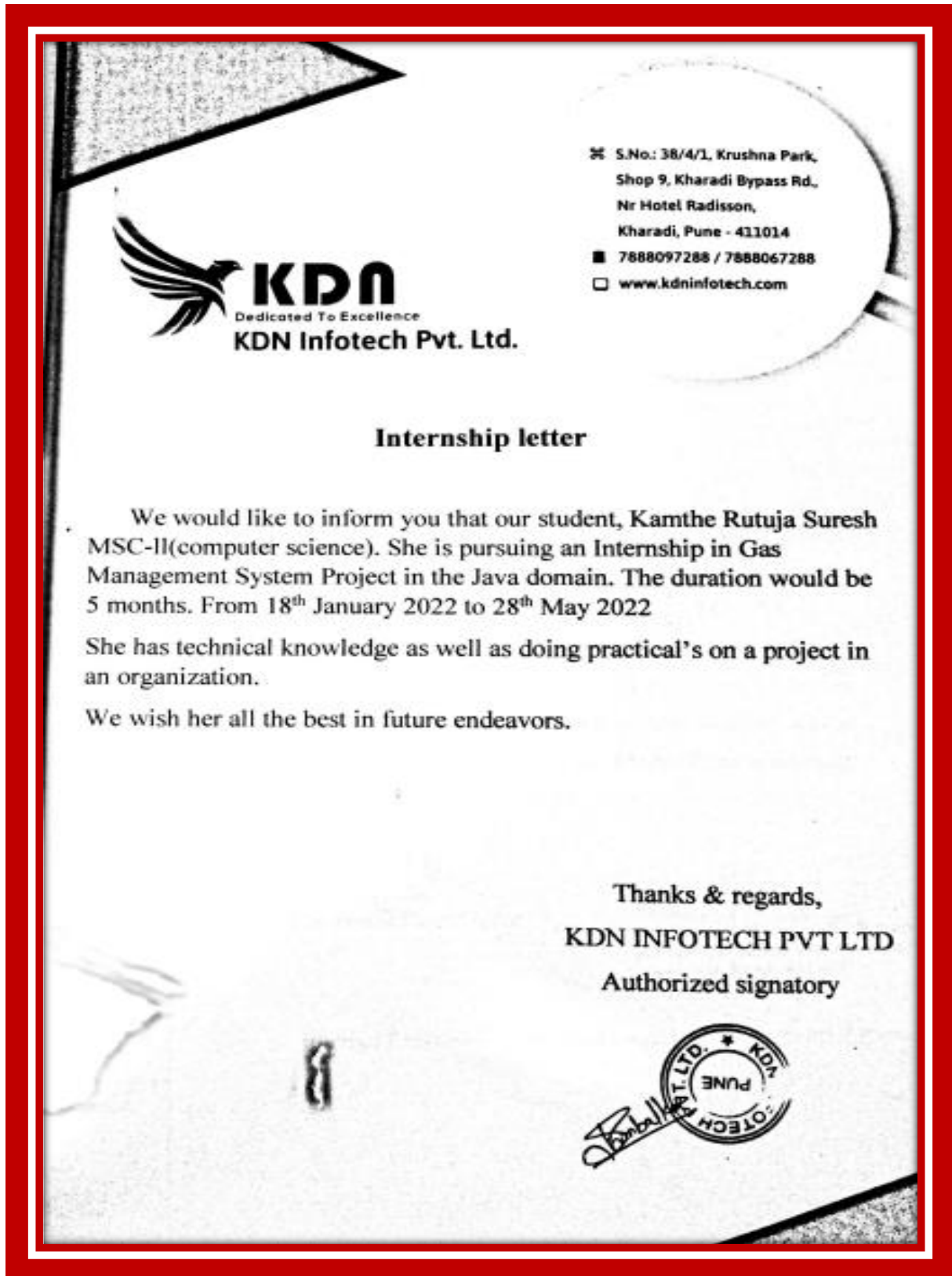
46. Kale Sonali Ramdas



47 . Pawar Rutika Dipak



48 . Kamthe Rutuja Suresh



49 . Undre Pradnya Maruti



50. Raskar Pooja Uttam



51 . Patange Vedant Shrikant

 Reliable. Effective. Innovative.



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

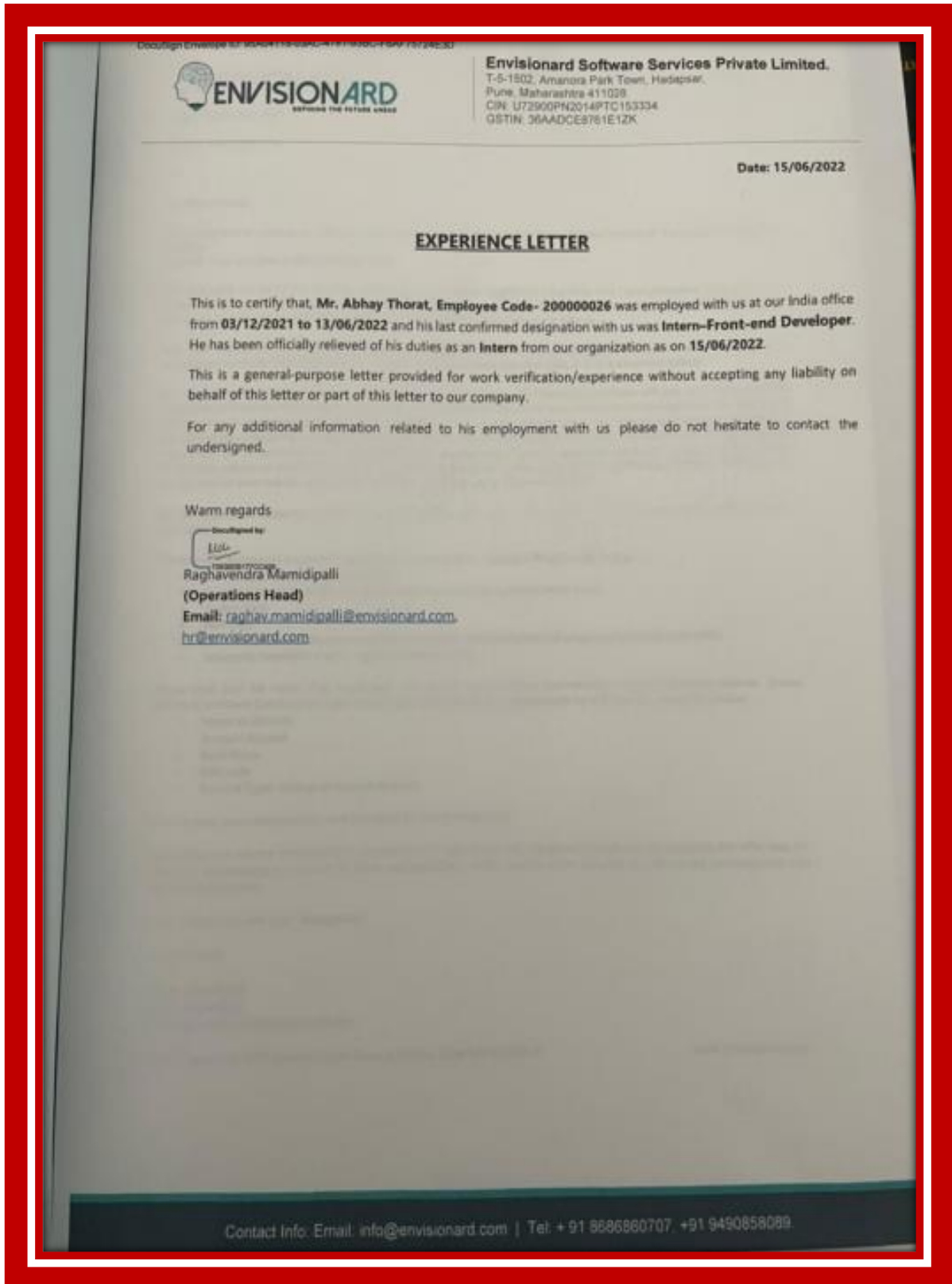
Employee Signature:



Employee Name:

Date: 11-05-2022

52 . Thorat Abhay Gokul



53 . Gaikwad Gauri Ashok



CIN: U72900PN2016PTC165655
2022

Date :- 15th June

Experience Letter

Dated: 15th 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 10th January 2022 to 15th 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

Vertical TechSoft, Classic Complex 1st floor, office no 13, A.M. College road, Hadapsar, Pune -411028.
Contact No: 9657589090, 8390659090, www.verticaltechsoft.net E-mail :-

54 . Divekar Kishor Ramdas



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 01st March, 2022 - 30th 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. 12/18/3, 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

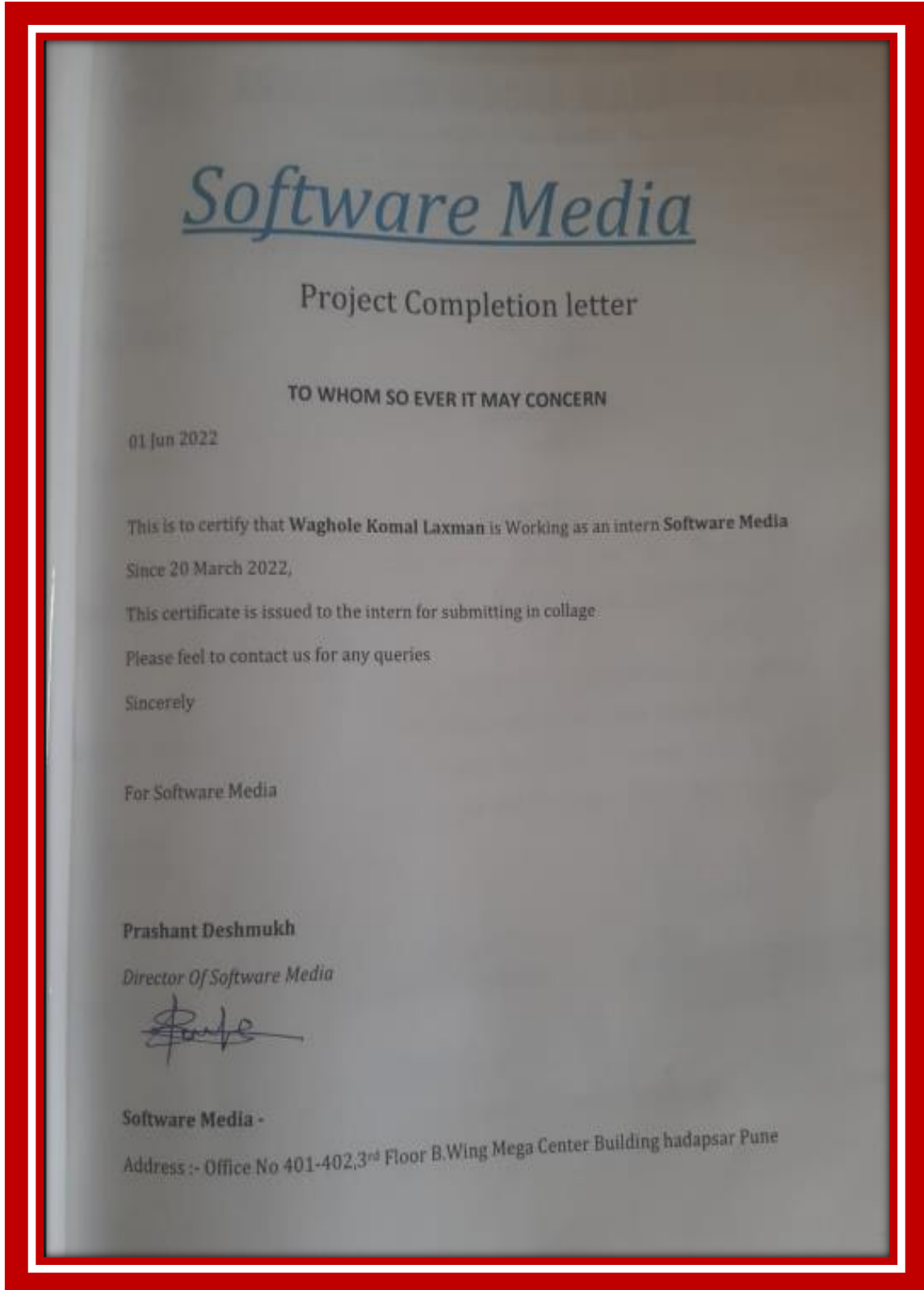
55. Suryawanshi Madhav Ashok



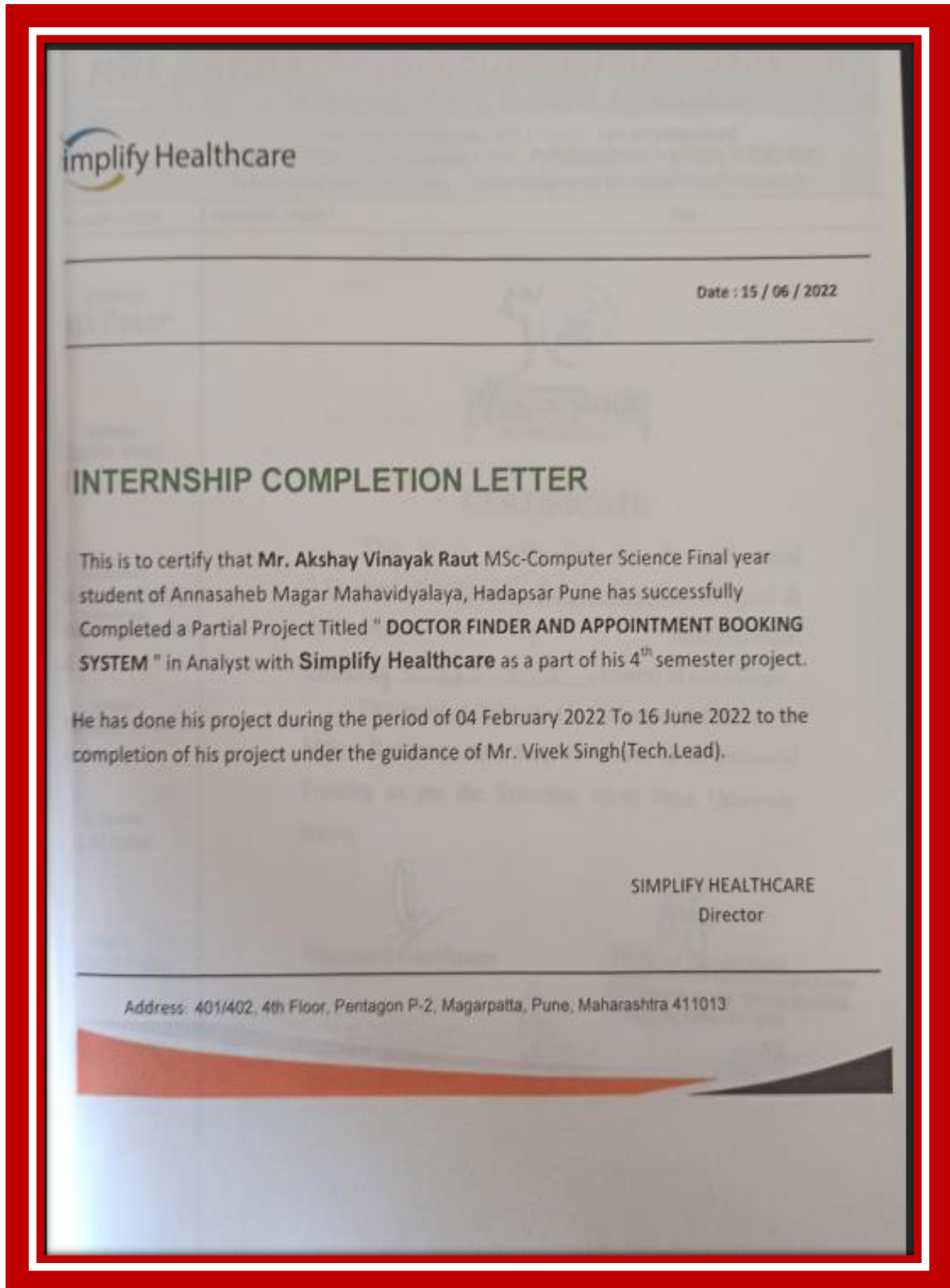
56 . Ursal Pratik Ramdas



57 . Waghole Komal Laxman



58 . Raut Akshay Vinayak



59. Kale Tanuja Anna



Regd. Office: 1st Floor, Above IJjamata 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,

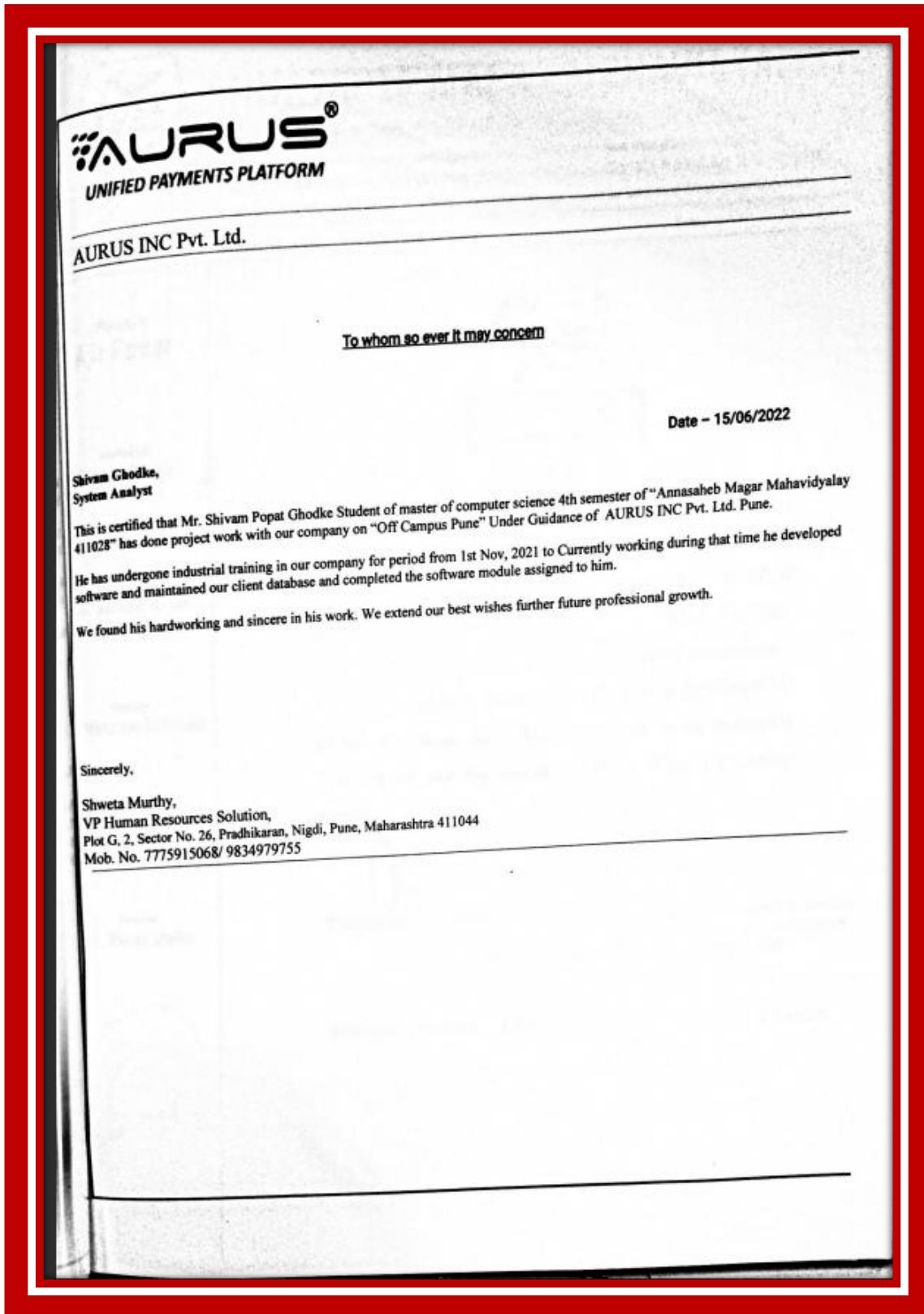
FOR BRAIN VISION TECHNOLOGY PUNE.



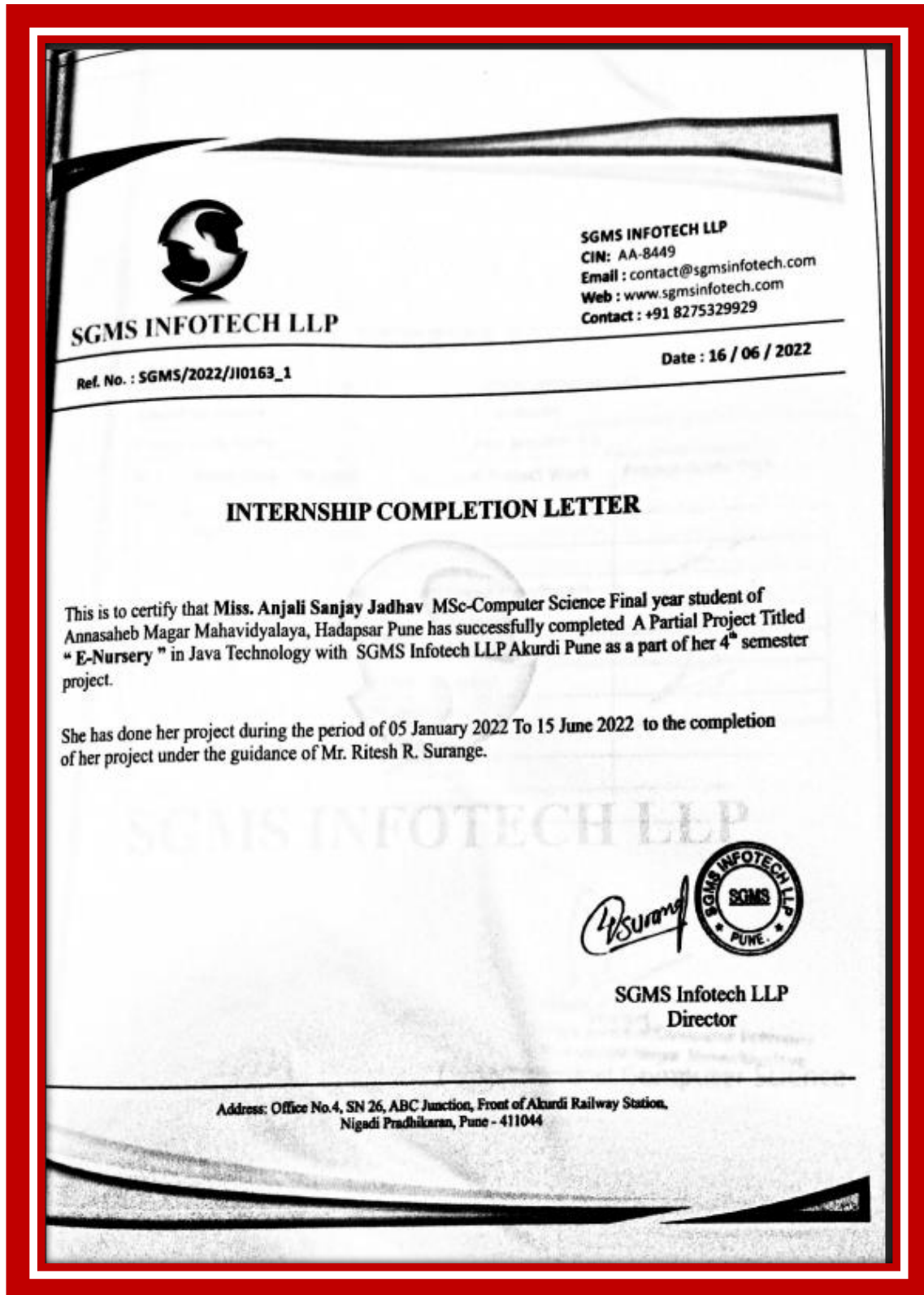

Human Resource Manager

Company Confidential - This communication is confidential between you and Brain Vision Technology.

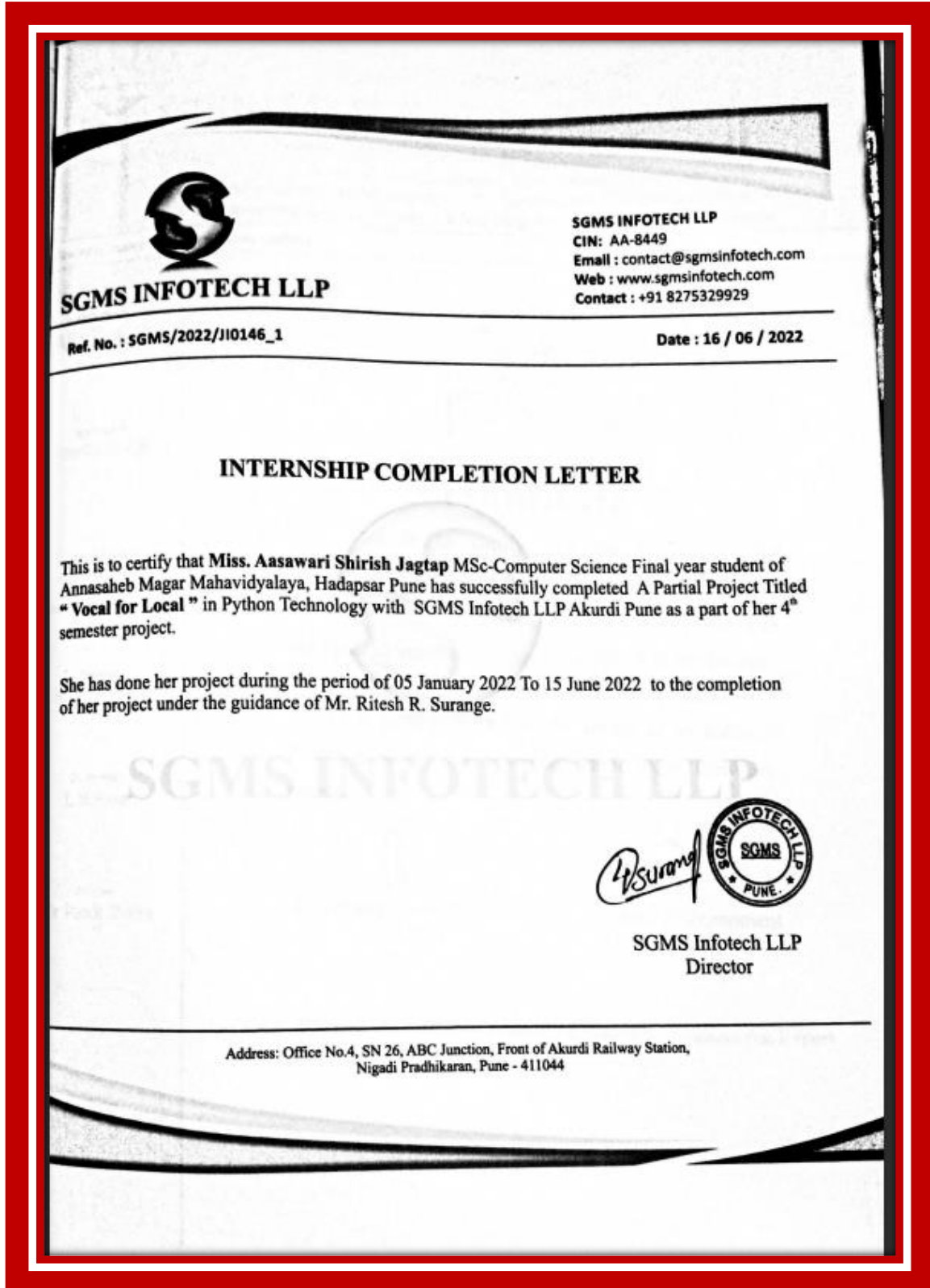
60 . Ghodke Shivam Popat



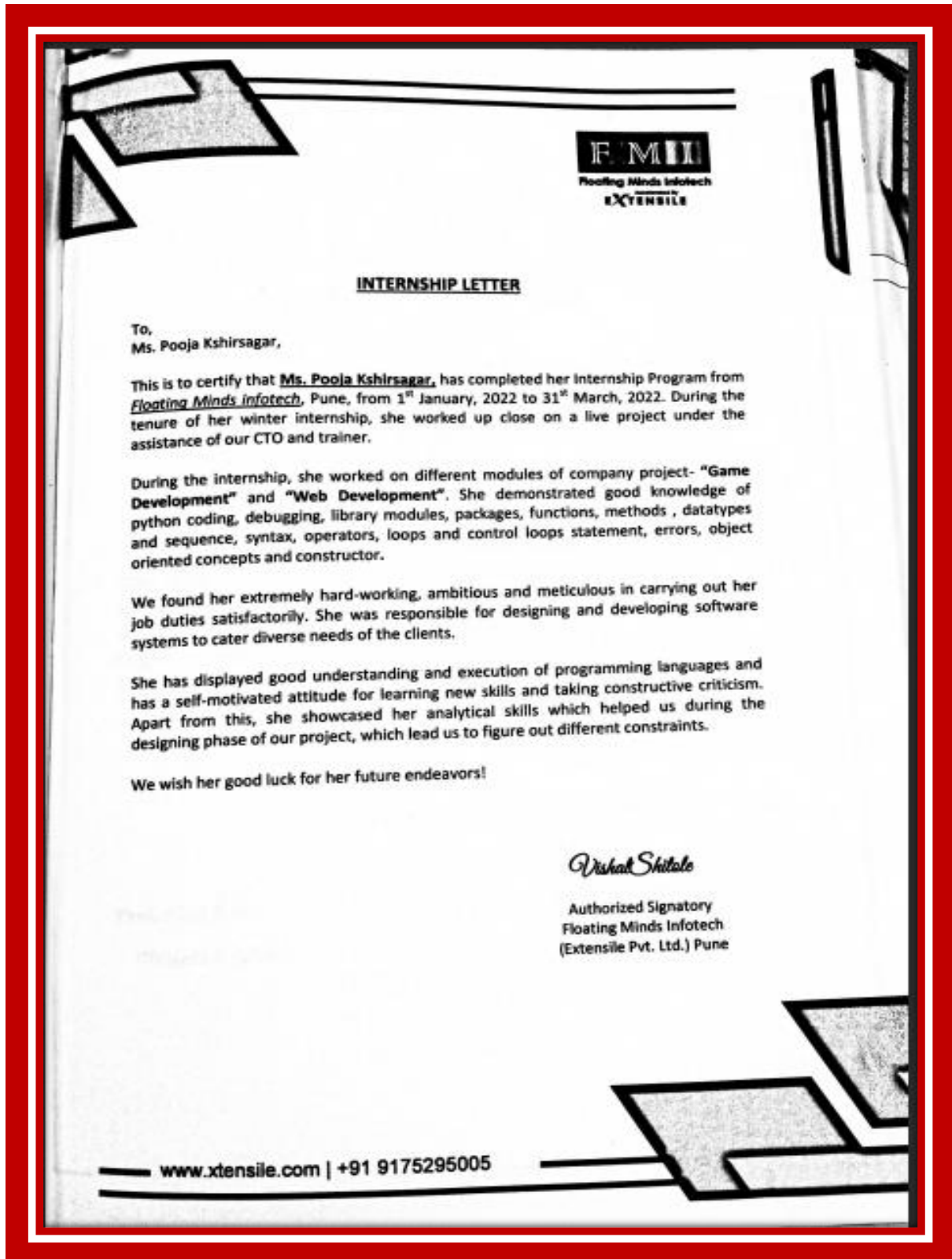
61 . Jadhav Anjali Sanjay



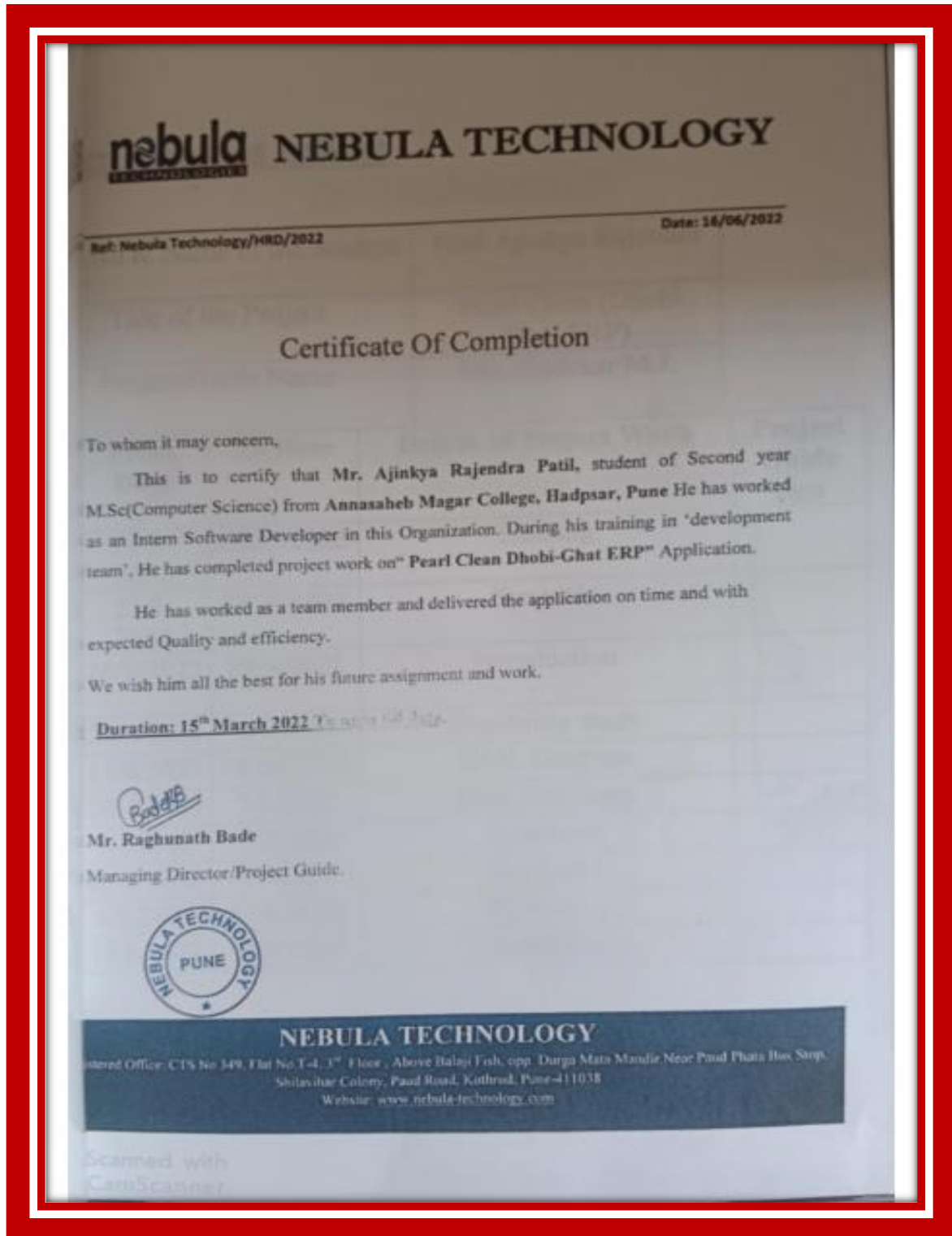
62. Jagtap Asawari Shirish



63. Kshirsagar Pooja Sanjay



64 . Patil Ajinkya Rajendra



65. Memane Ankita Gopal



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

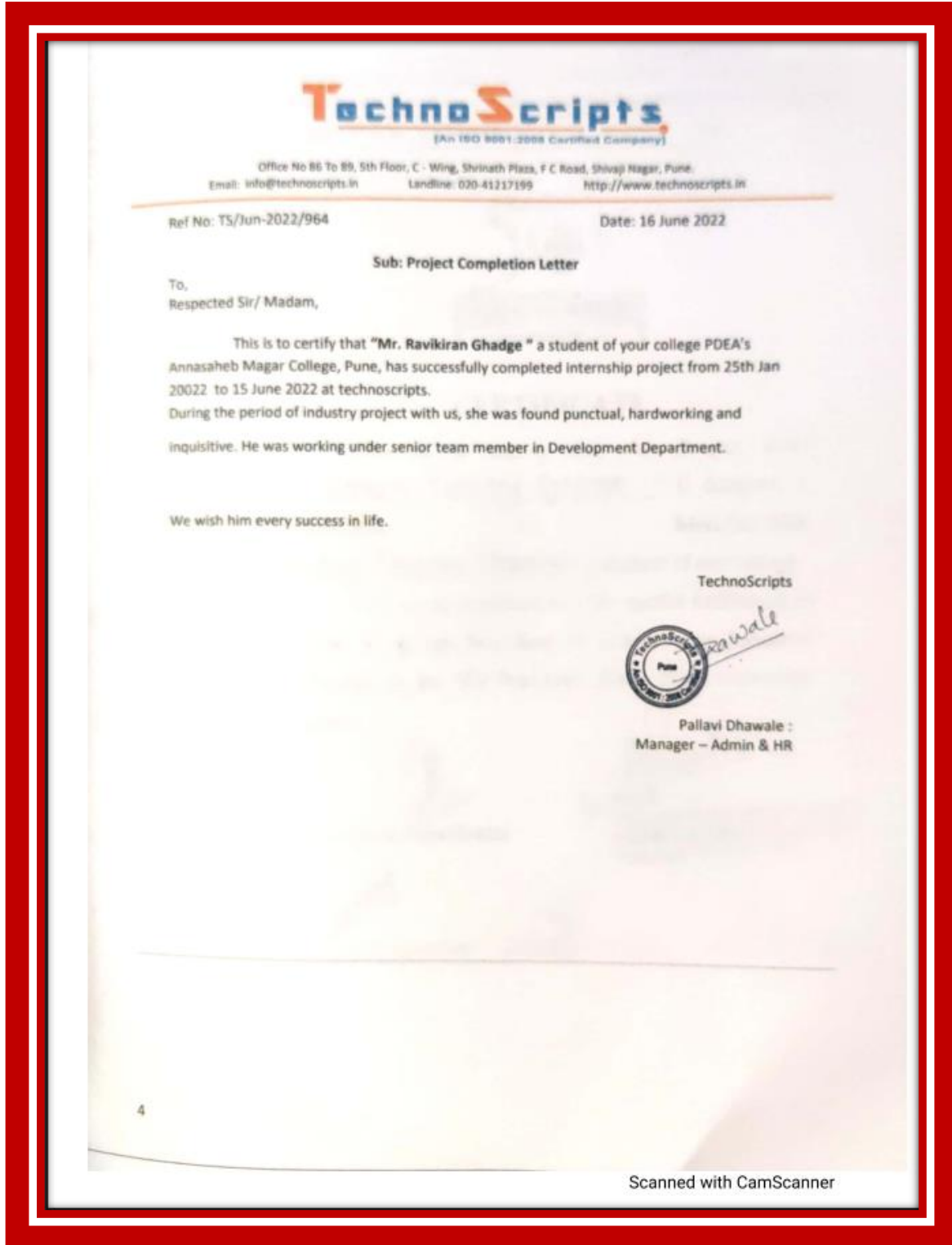
+9120 7117 7070

info@scriptika.com

scriptika.com

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

66 . Ghadage Ravikishan Shamrao



67 . Kakade Krutanjali Suresh



Internship Letter

Krutanjali Kakde,
Gat No-50 , Plot No-55,
Pushpasmruti Bunglow ,
Swapnapurti Park, Rahijnje Wasti ,
Loni Kalbhör, 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
EON IT Park, Gera's Imperium Alpha Building, Unit No-820, Kharadi-411014

Read & accepted

Intern signature
scriptika.com

68 . Patil Prashant Rajendrabhai



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 01st March, 2022 - 30th 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. 12/18/3, 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

69 . Randive Pravina Sudhir



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

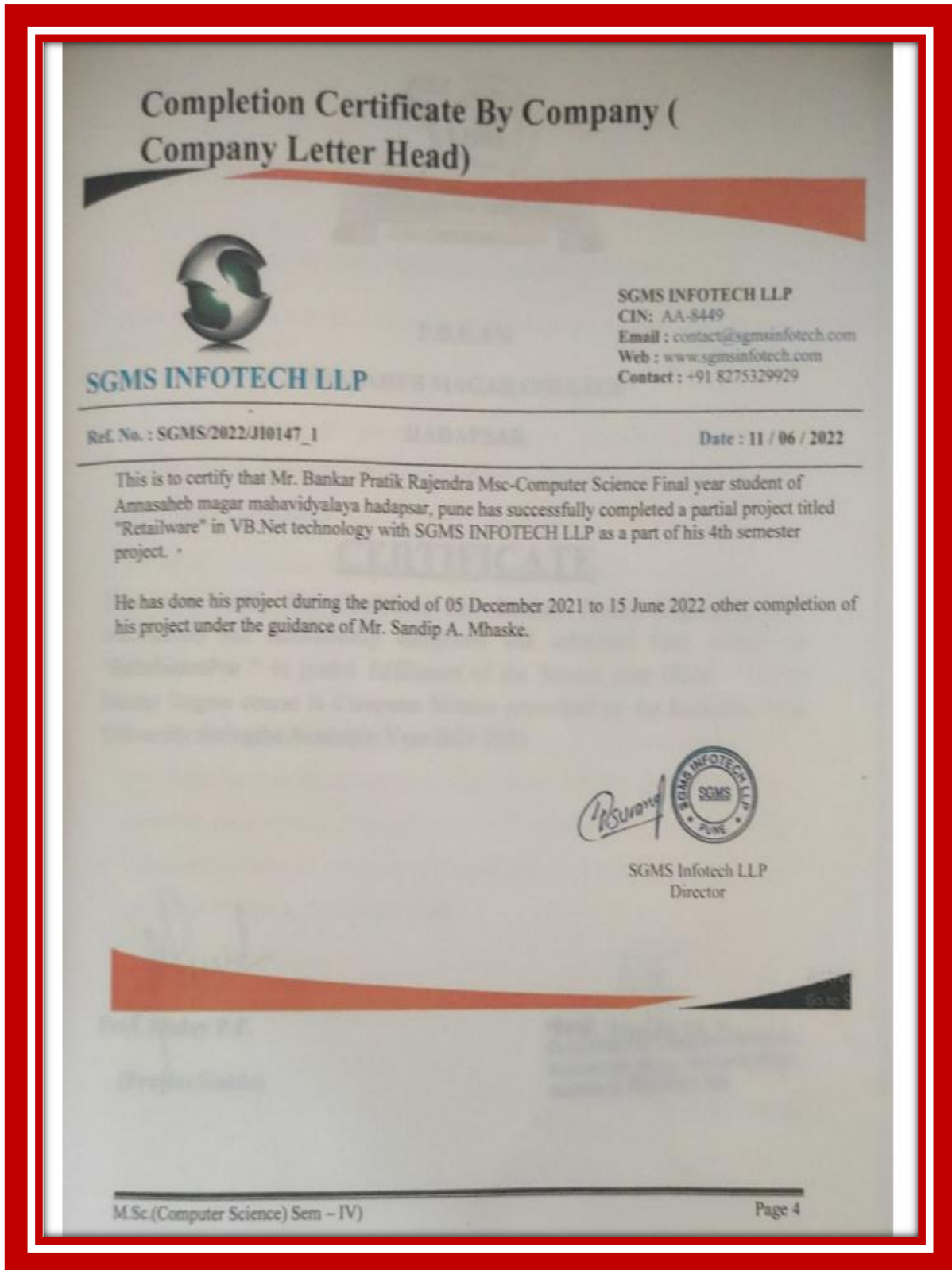
+9120 7117 7070

info@scriptika.com

scriptika.com

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

70. Bankar Pratik Rajendra



71 . Chaudhari Shubham Bapuso





AITECHNOLOGY SOLUTIONS
IDEATE INNOVATE CREATE

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 01st March, 2022 - 30th 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. 12/18/3, 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

72 . Salvekar Sonali Anil



73 . Birajdar Virbhadhrappa Ramesh



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

INTERNSHIP COMPLETION LETTER

This is to certify that Mr. Birajdar Virbhadrappa 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 4th 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

74 . Mahajan Vrushali Ganesh



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. Vrushalishores 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



75 . Zurange Chitali Chandrakant



Inflection Zone

Inflection Zone Lab Private Limited

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



76 . Kolte Pratik Sunil

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.

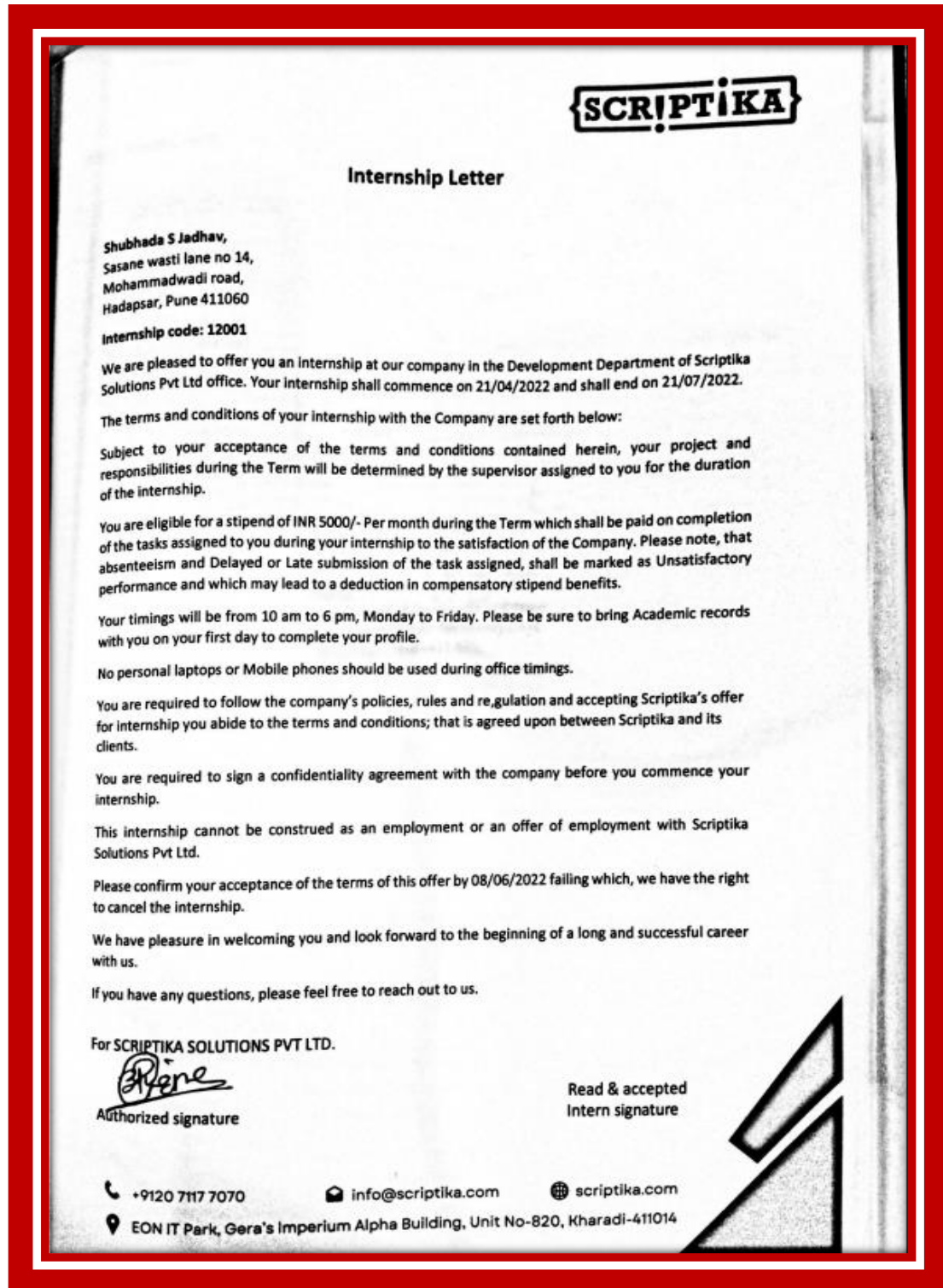
We wish all the best in his future endeavour.

For Wemaximum Services Pvt Ltd.



Authorized Signatories

77 . Jadhav Shubhada Sanjay



78 . Ajit Nawade



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
4	Bhushan Sonawane
5	Gaurav Yeole
6	Gayatri Dhamadhare
7	Kiran Kadam
8	Kiran Shinde
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25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

79 . Akshay Divekar



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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1	Ajeet Nawade
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80 . Archana Bhalerao



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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1	Ajeet Nawade
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81. Bhushan Sonawane



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Solutions for Progress

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82 . Gaurav Yeole



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83 . Gayatri Dhamdhare



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Solutions for Progress

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84 . Kiran Kadam



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Solutions for Progress

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85. Kiran Shinde



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Solutions for Progress

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86. Kuldeep Kashid



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Solutions for Progress

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87. Mayur Sonar



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Solutions for Progress

Employee-Details 2021-22

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3	Archana Bhalerao
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88. Nagargoje Ashish



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Solutions for Progress

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89. Omkar Dhere



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Solutions for Progress

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90. Omkar Kulkarni



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Solutions for Progress

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28	Vineet Singh
29	Kiran Shinde

91. Omkar Mengade



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Solutions for Progress

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28	Vineet Singh
29	Kiran Shinde

92. Prakash Pawar



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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2	Akshay Divekar
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29	Kiran Shinde

93. Rupali Ingale



BGM Technologies

Solutions for Progress

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94. Rutuja Dalvi



BGM Technologies

Solutions for Progress

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95. Sachin Mallabade



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Solutions for Progress

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96. Sakshi Ingale



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Solutions for Progress

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27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

97. Sambhaji Shinde



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
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

98. Samiksha Salunkhe



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
4	Bhushan Sonawane
5	Gaurav Yeole
6	Gayatri Dhamadhare
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8	Kiran Shinde
9	Kuldeep Kashid
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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

99 . Sanket Bondre



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
4	Bhushan Sonawane
5	Gaurav Yeole
6	Gayatri Dhamadhare
7	Kiran Kadam
8	Kiran Shinde
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18	Sachin Mallabade
19	Sakshi Ingale
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23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

100. Shayuri Harpale



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
4	Bhushan Sonawane
5	Gaurav Yeole
6	Gayatri Dhamadhare
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24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

101. Smruti Bhujbal



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
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24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

102. Supriya Jagtap



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
1	Ajeet Nawade
2	Akshay Divekar
3	Archana Bhalerao
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6	Gayatri Dhamadhare
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8	Kiran Shinde
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23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

103. Tejas Sangale



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

104. Vedant Argade



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

Sr.No.	Employee Name
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8	Kiran Shinde
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17	Rutuja Dalvi
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22	Sanket Bondre
23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

105. Vineet Singh



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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5	Gaurav Yeole
6	Gayatri Dhamadhare
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8	Kiran Shinde
9	Kuldeep Kashid
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23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

106. Kiran Shinde



BGM Technologies

Solutions for Progress

Employee-Details 2021-22

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1	Ajeet Nawade
2	Akshay Divekar
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22	Sanket Bondre
23	Shayuri Harpale
24	Smruti Bhujbal
25	Supriya Jagtap
26	Tejas Sangale
27	Vedant Argade
28	Vineet Singh
29	Kiran Shinde

108. Salve Sonali

 **NEW WISDOM INTERNATIONAL SCHOOL**

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

109. Sanajani Dave



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

110. Bakale Ashwini

" YASHWANT HO JAYWANT HO ! "
YASHWANT GROUP OF INSTITUTES
ARYAA ENGLISH MEDIUM SCHOOLS
Estd. - January 2011 Pawar Vasti, Near Amanora Park, Hadapsar, Pune - 28
Reg.No. Mah. 92/2011/Pune

Outward No. _____ Date _____

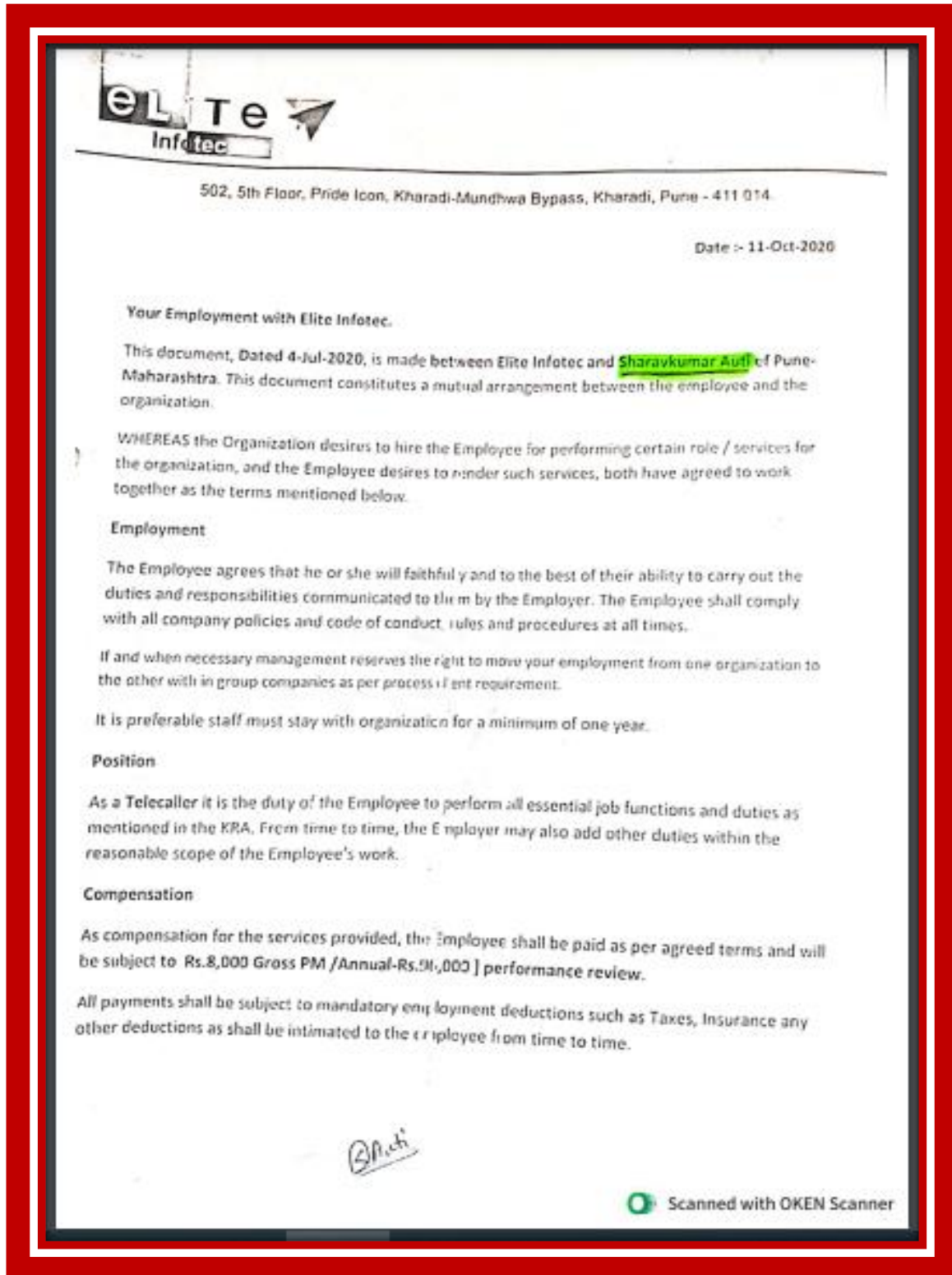
Ref.No.: AEMS/2016-17. Date: 09.06.2016

To,
Mrs. Ashwini Rahul Bakle
Mahadevi 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 :-

1. Your selection is also subject to the approval by Aryaa English Medium School.
2. She will be paid consolidated salary of Rs. 17,000/-
3. Her services will be on purely temporary basis from the date of joining to
4. 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.
5. She will be allowed to join the duties on producing of -
 - i. Four Passport size Photographs.
 - ii. Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - iii. Discharge Certificate from previous employer (if any)
6. 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.
7. 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.
8. She will not conduct or engaged herself in any private tuition of private coaching classes.
9. 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.
10. Her services are transferable to any other School/Institutions run by the Management.
11. Her services are liable to be terminated any time without assigning any reason therefore.
12. 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.

111. Auti Sharvakumar



112. Bankar Prajakta Dilip

 **Pune District Education Association, Pune**
48/1 A, Erandavana, Paud Road, Pune- 411 038
Email :- hunsecretary@pdeapune.org Web :- www.pdeapune.org


O.No:- PDEA/EST-S/App./2021-22/ 161- 28

Date: 31 DEC 2021

Order of Appointment Order No. 4127 2021 at 31/12-21

For To/On Smt. Kharade VS


To:-
Smt. Prajakta Dilip Bankar
A/p- Mhatotschi Alandi, Tarade
Tal- Havell Dist- Pune- 412201.

Registrar 


In response to your application, I am pleased to inform you that you are hereby appointed as a Lecturer in Commerce (Non- Grant Department) at Annasaheb Magar College, Hadapsar, Pune- 28 of Pune District Education Association, Pune purely on temporary basis for a period from 20/12/2021 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 :-

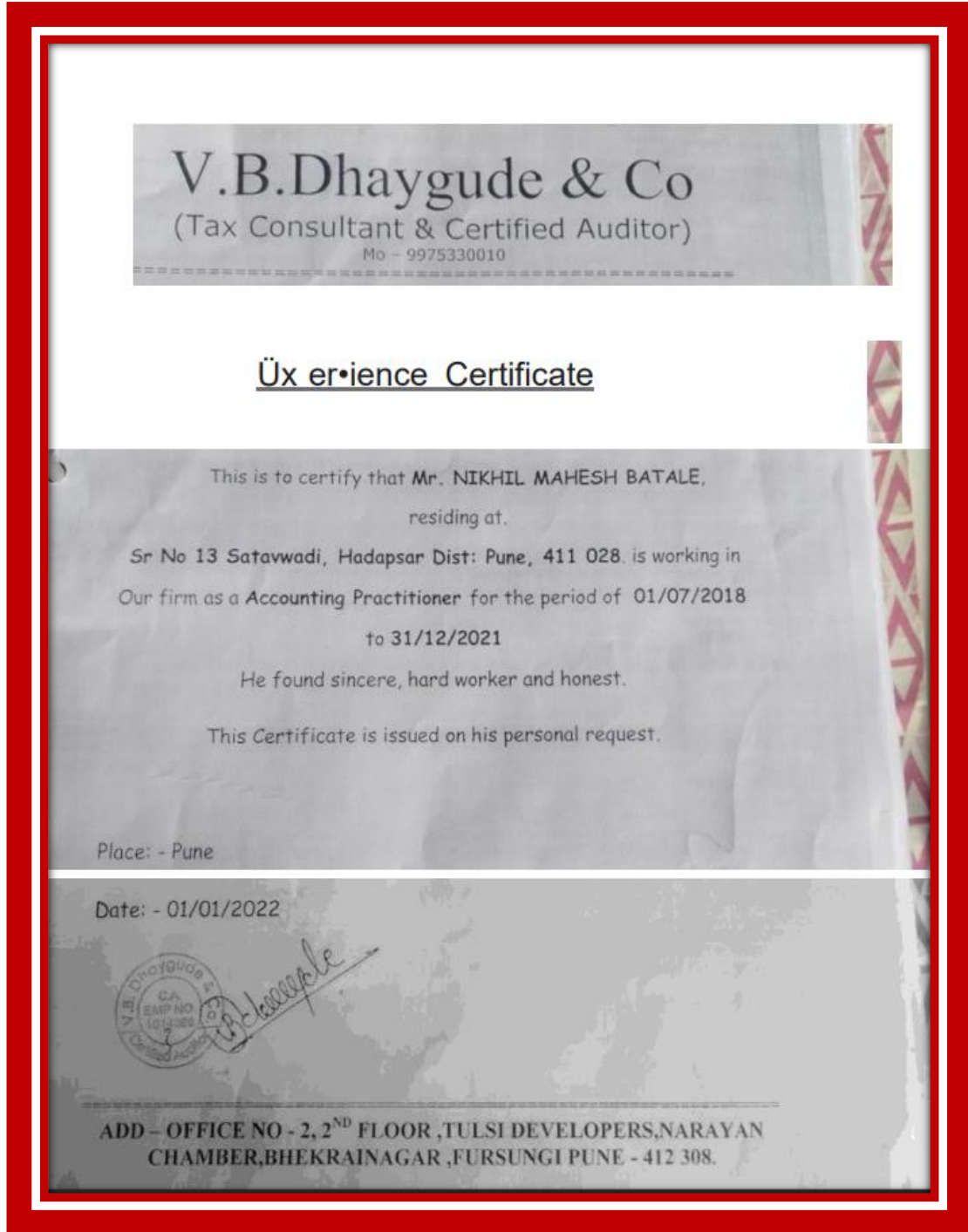
1. Your appointment is on a full-time basis & purely temporary and after the expiry of the said period, your services shall stand terminated automatically.
2. Your services will be governed by the Society rules & regulations.
3. Your appointment may be terminated at any time by giving seven days notice.
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 previous 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 from 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.

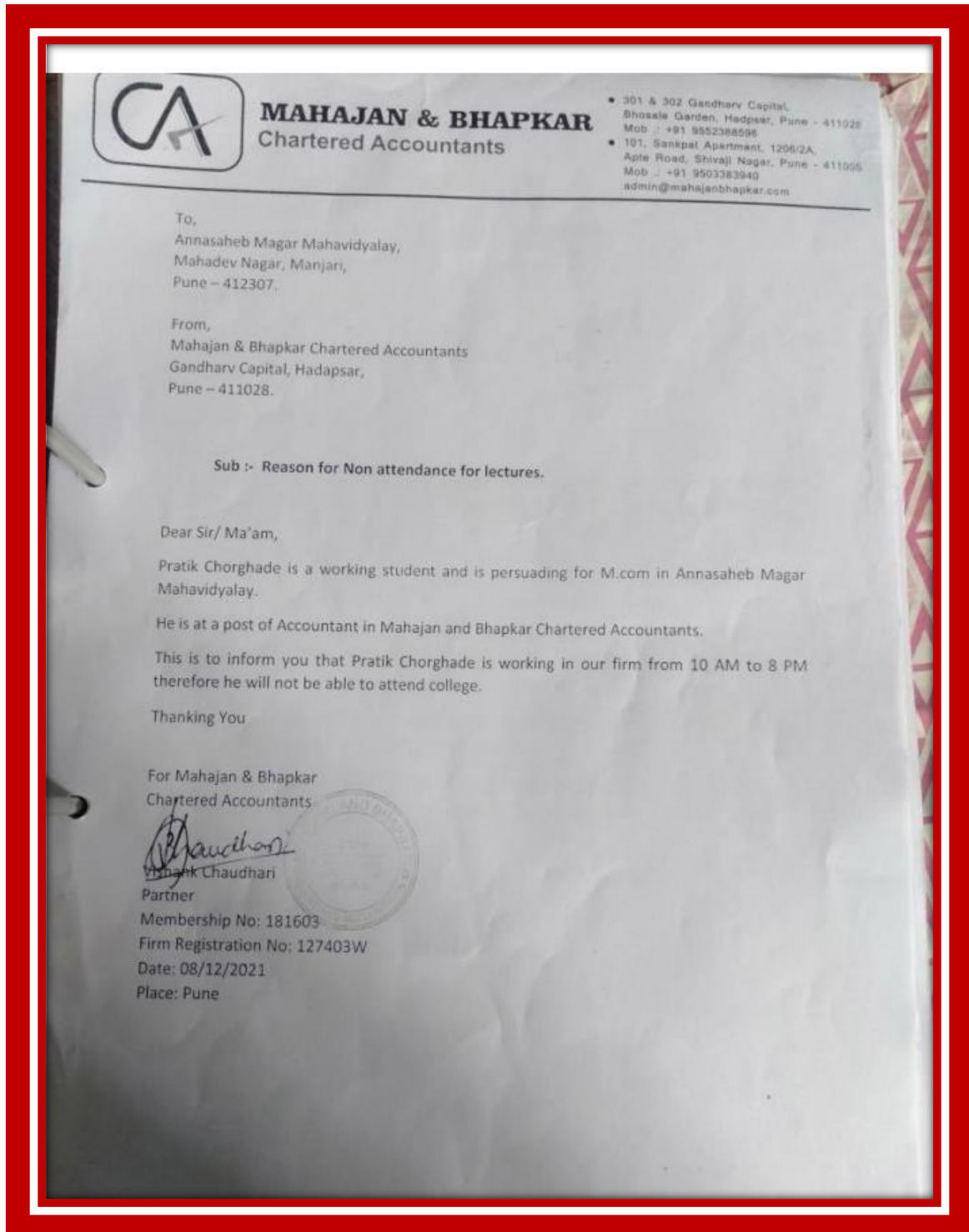
Copy forwarded for information and necessary action to :-
The Principal, Annasaheb Magar College, Hadapsar, Pune- 28.
He/She is informed to report to this office immediately the date on which the above person joins his/ her duties.

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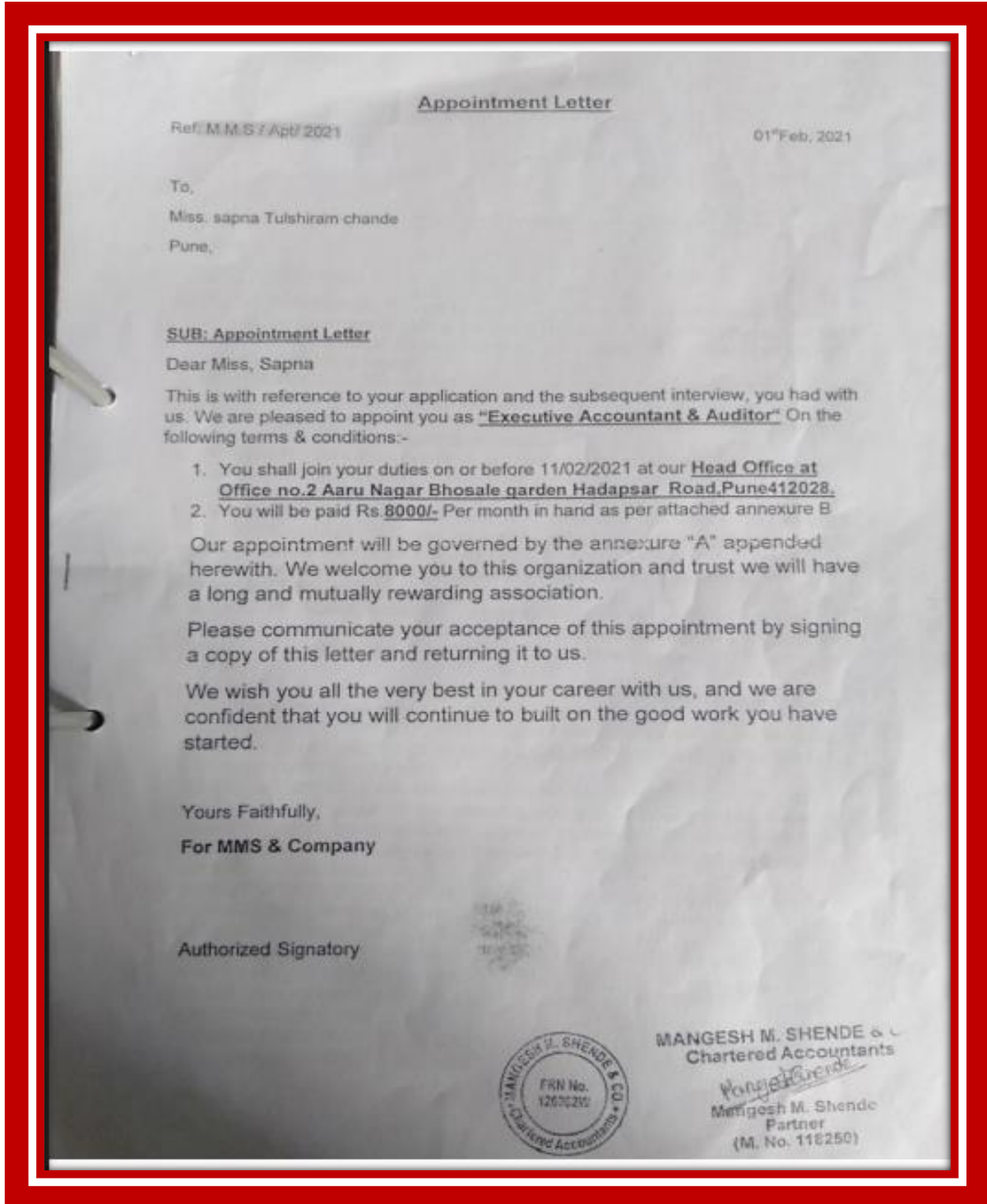
113. Batale Nikhil Mahesh



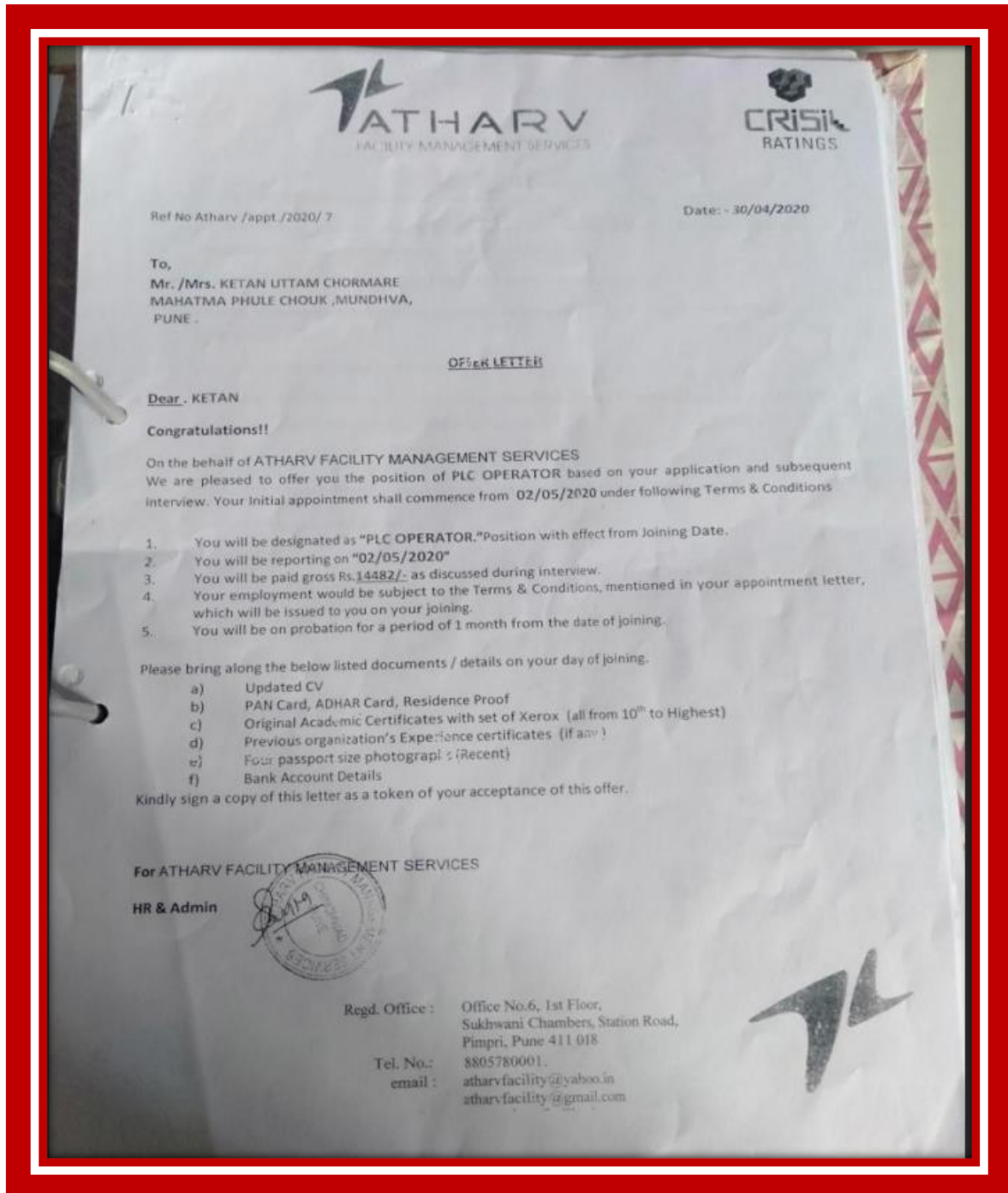
114. Chorghade Pratik



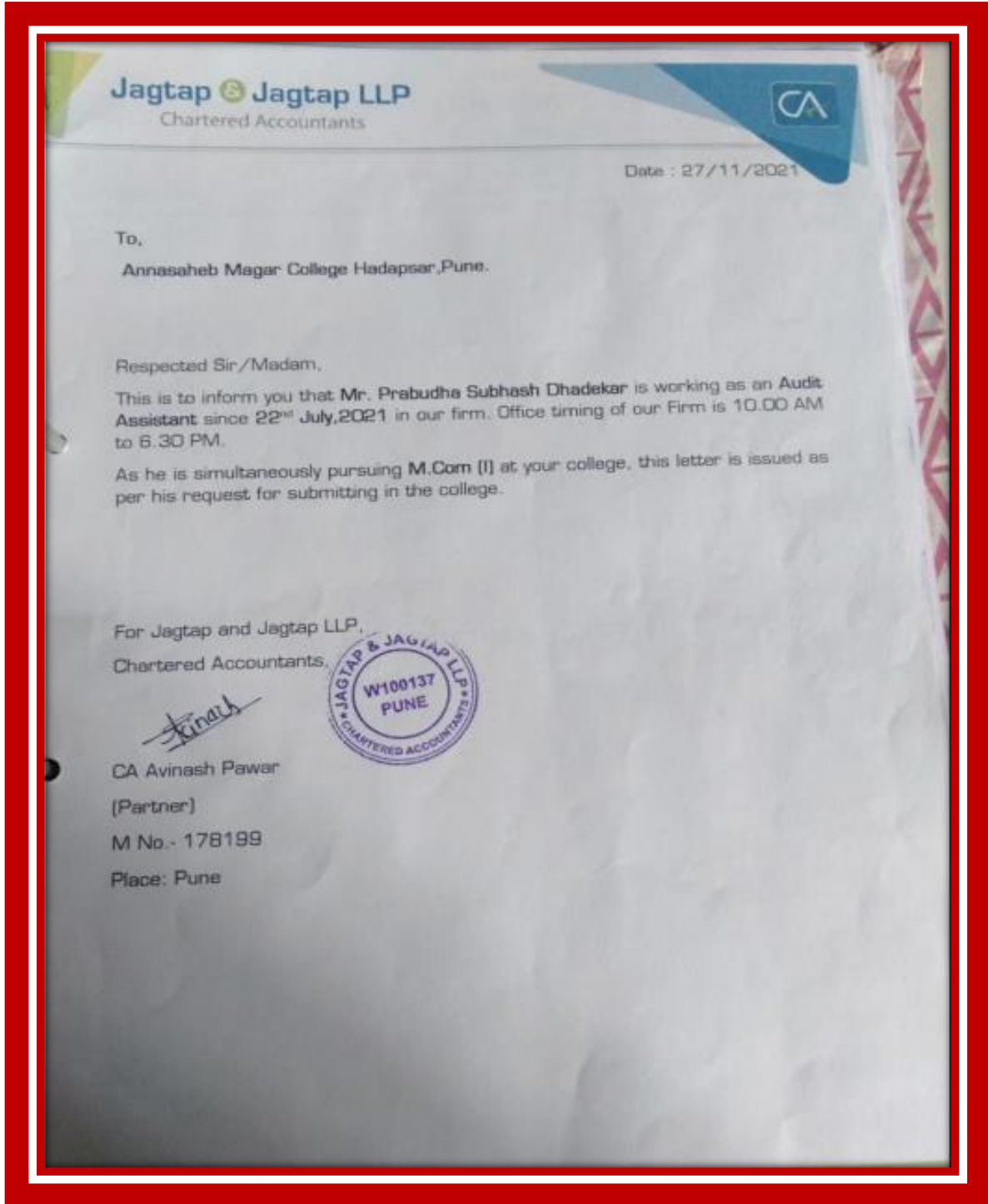
115. Chande Sapna Tulshiram




116. Chormare Ketan Uttam



117. Dhadekar Prabhudha Subhash



118. Jamdade Amar Santosh

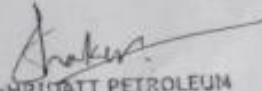

Bharat Petroleum

GST No.27CTPPP6192Q1ZE
SHRIDATT PETROLEUM
Dialer : Bharat Petroleum com.Ltd.
Kumbhephal Road, Paranda
Tq. Paranda Dist. Osmanabad-413502
Mo.7083919000

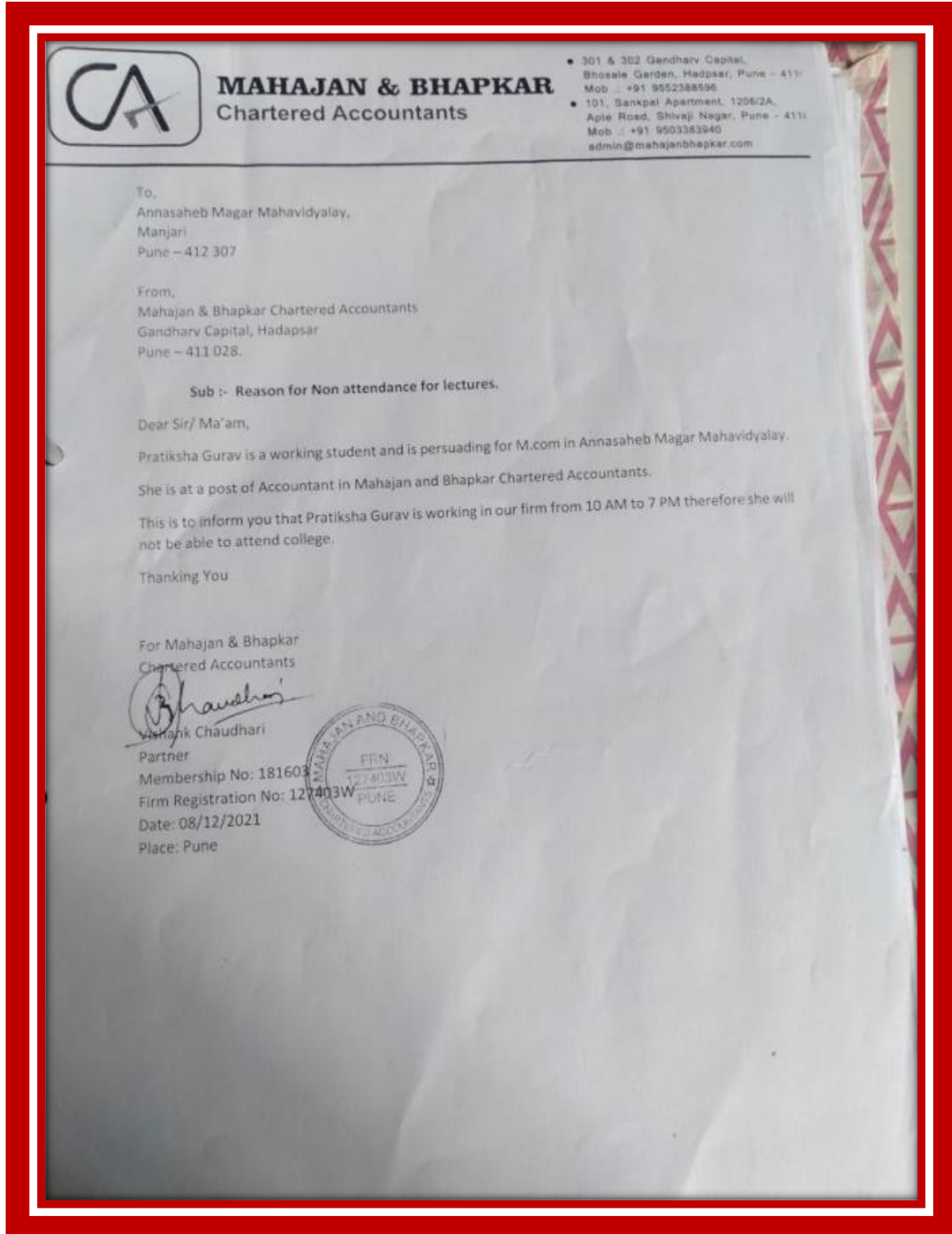
Date: 13/12/2023

प्रति,
सद्योपय

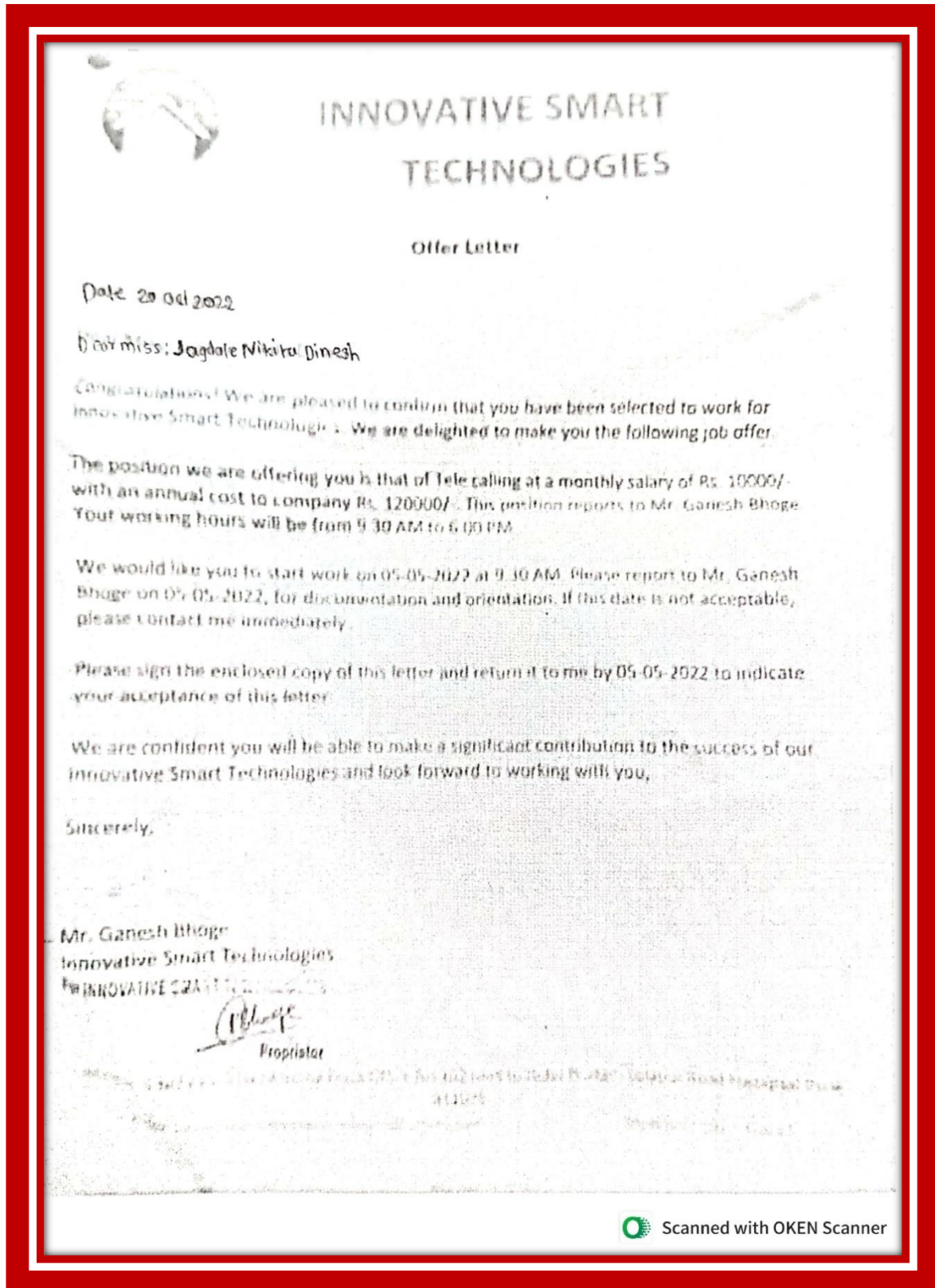
कुमार अमर संतोष जमदाडे.
वय वर्ष 25. हा मागील दोन वर्षा
पाश्चात् श्री दत्त पेट्रोलियम पंदा
येथे मॅनेजर या पदावर काम करत
आहे. त्याचे काम उत्तम प्रकारे
सुरू आहे.


SHRIDATT PETROLEUM
C.C. No.194981

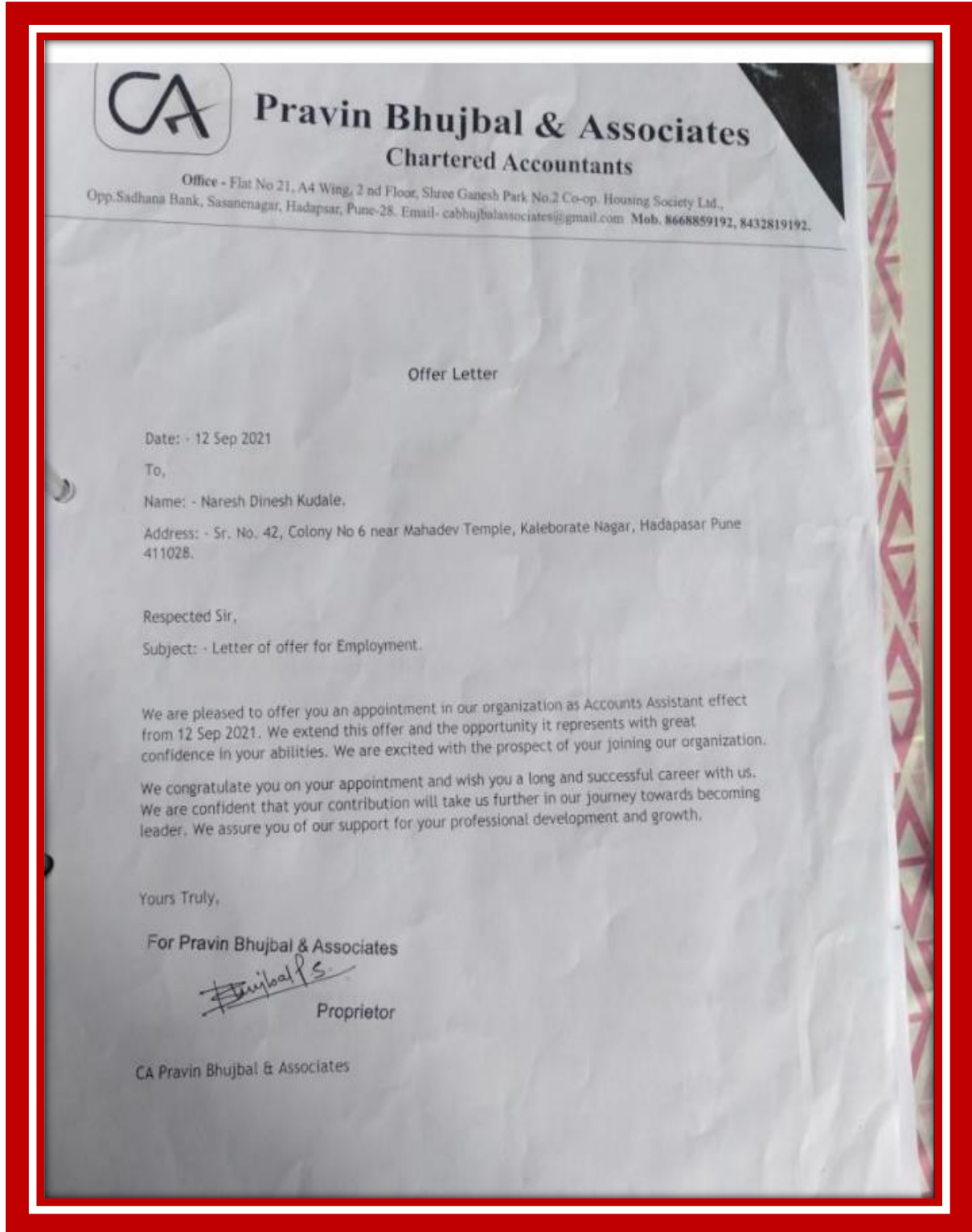
119. Gurav Pratiksha



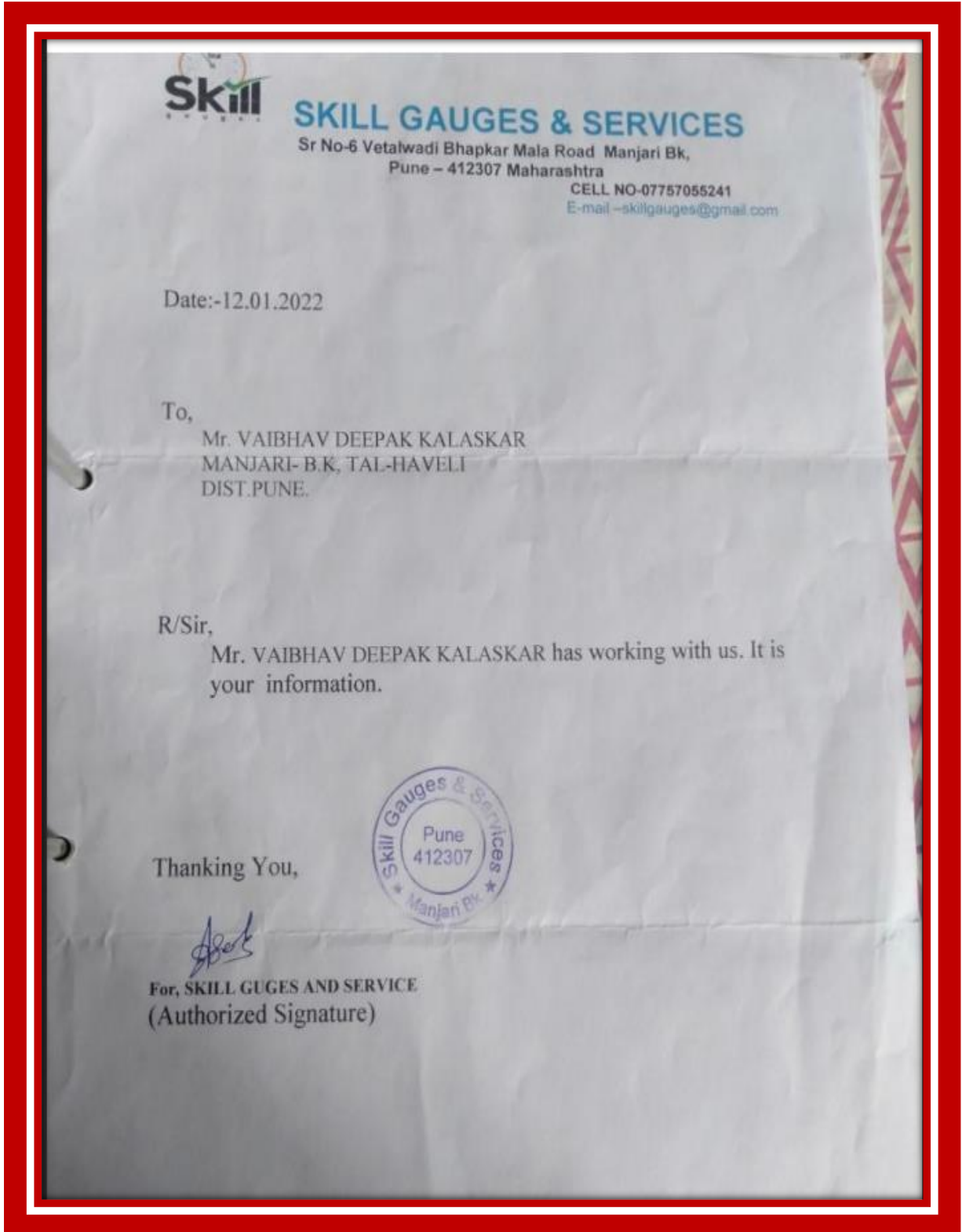
120. Jagdale Nikita Dinesh



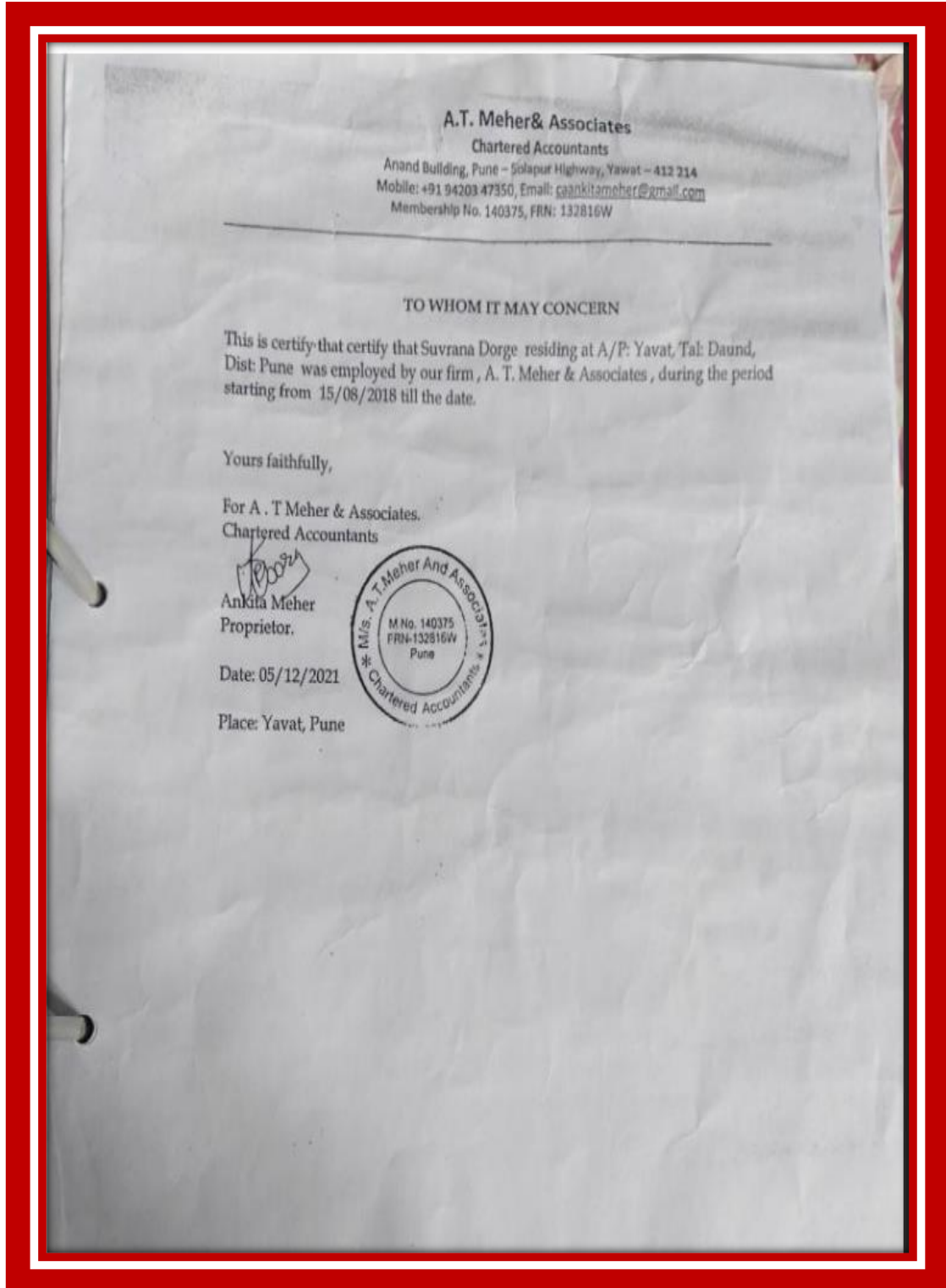
121 . Kudale Naresh Dinesh



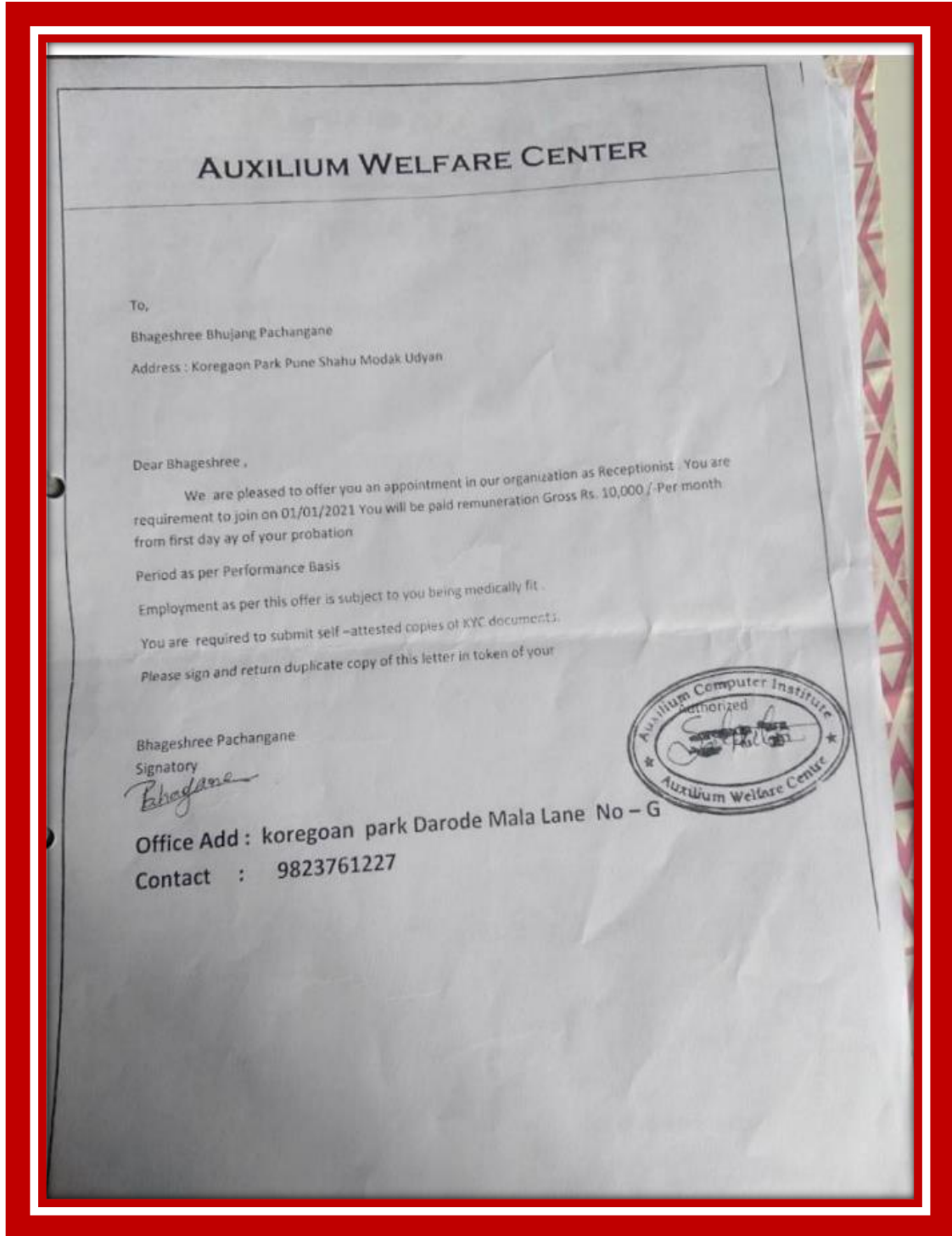
122. Kalaskar Vaibhav Dipak



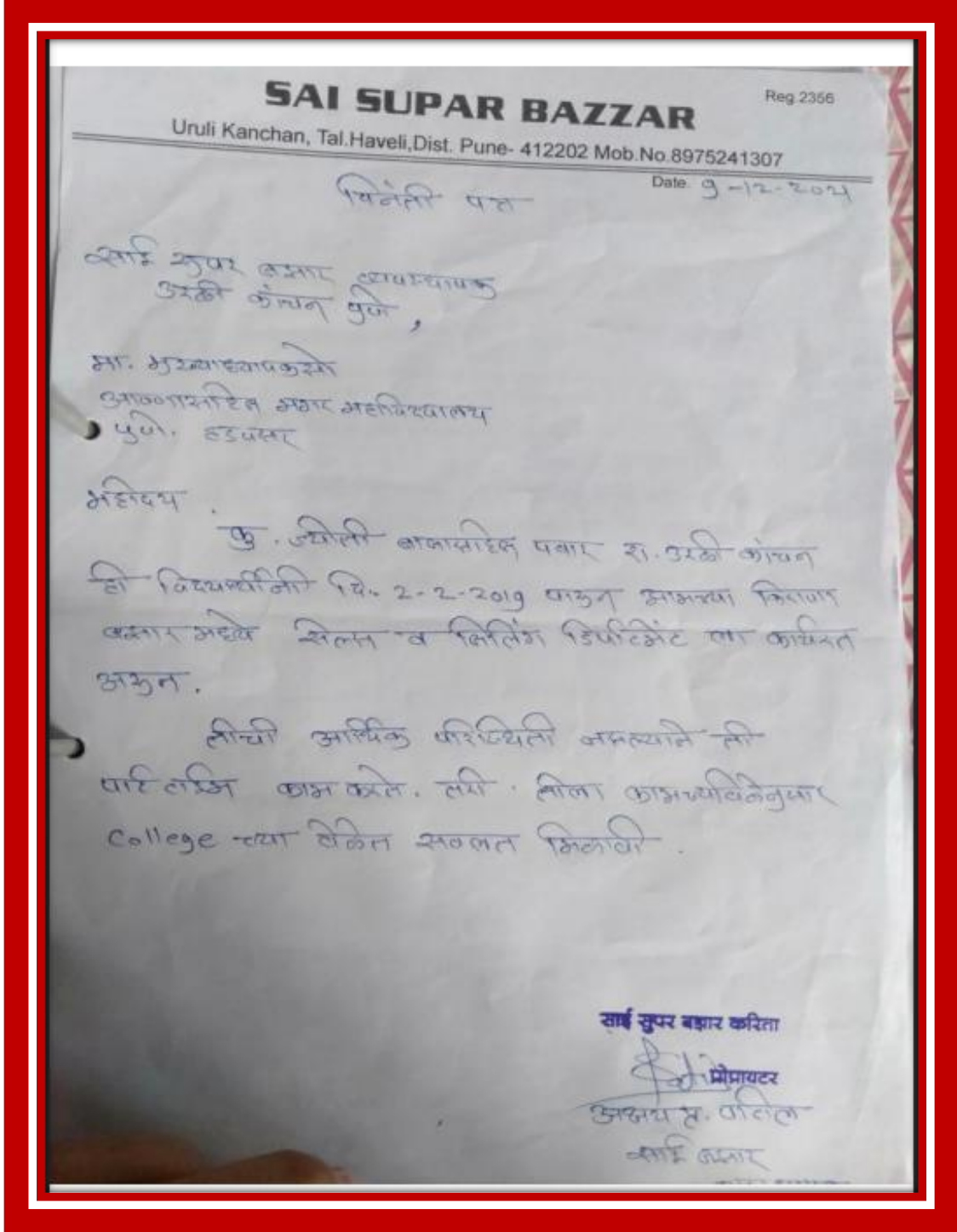
123. Dorge Suwarna



124. Pachangane Bhageshree Bhujang



125. Pawar Jyoti Babasaheb



126. Patil Nandini Shivani

Gajanan Waikar & Co.
PLTO NO 13, SHREE SAMARTH, SADHANA SOCIETY, HADAPSAR PUNE 411028
E-mail : 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:-

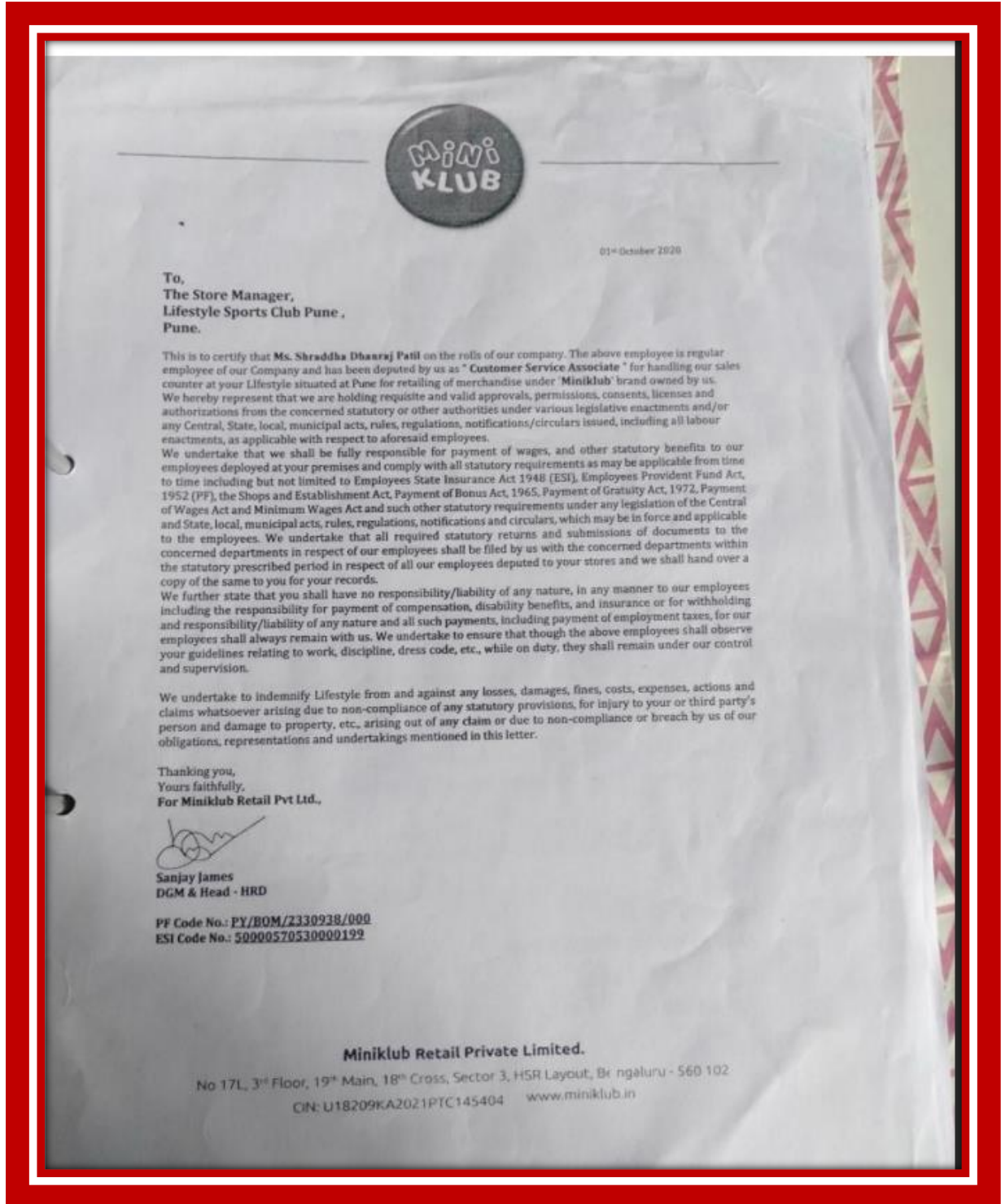
1. Your appointment would be effective from 12th JAN 2020
2. You are designated as "Asst. Accountant"
3. Your Salary will increase per annum subject to your & company performance.
4. Please return the copy of this letter duly signed, as a token of acceptance of the terms and conditions of your appointment.

For Gajanan Waikar & Co.

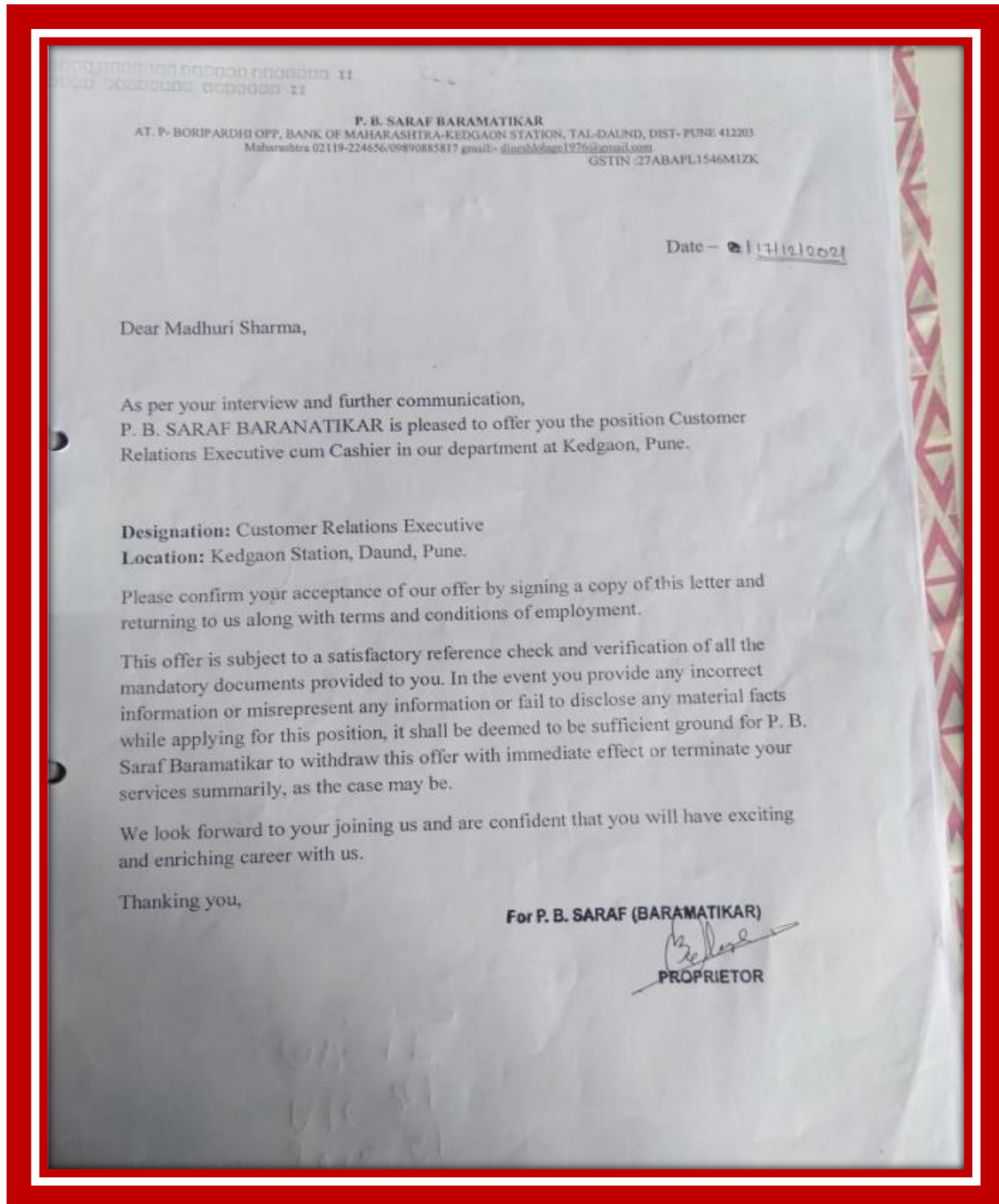
For M/s. Gajanan Waikar & Co
G. Waikar
Proprietor
Mr. Gajanan Keshav Waikar
Proprietor

Accepted:
Signature: *Nandini Shivaji Patil*
Name - Nandini Shivaji Patil

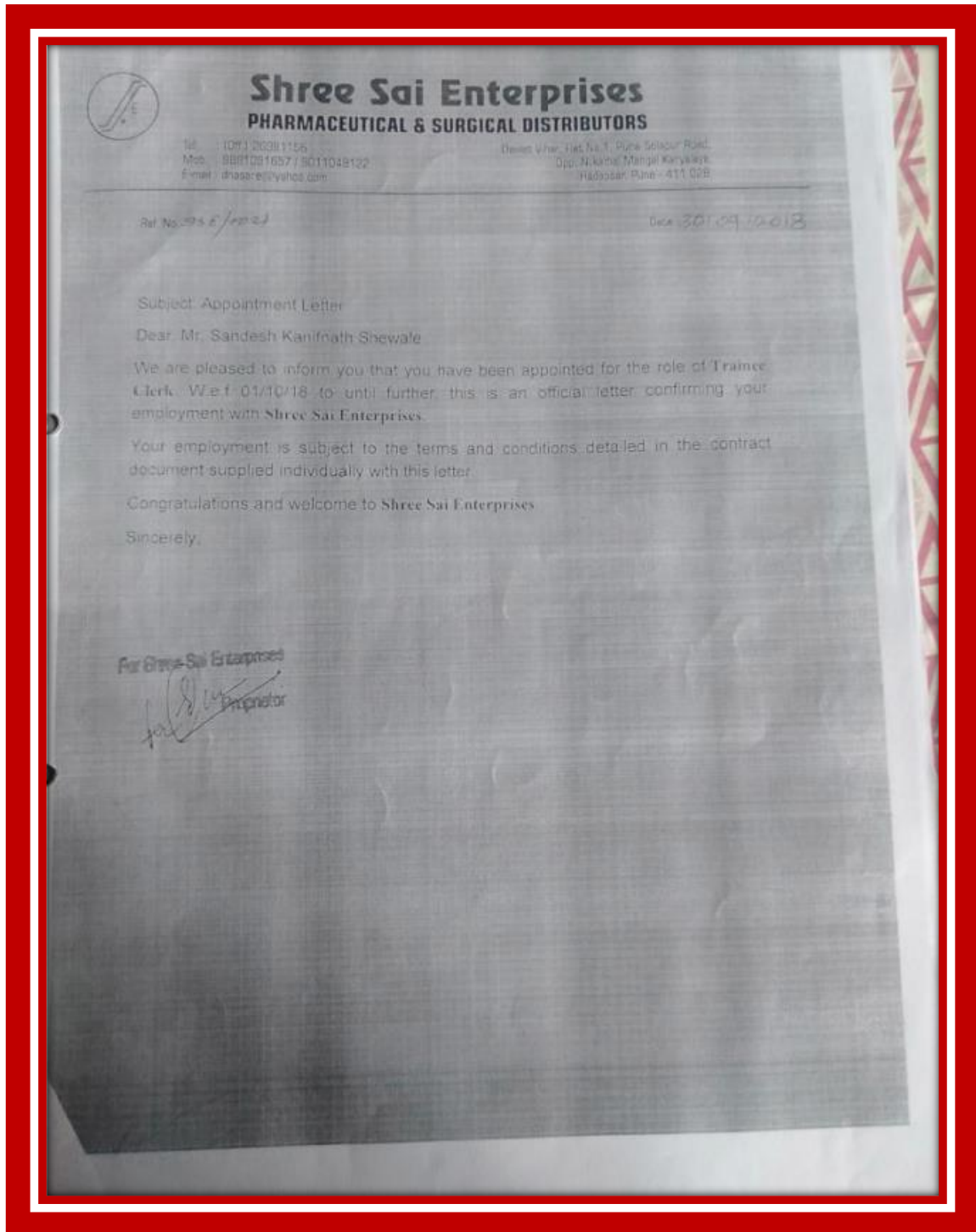
127. Patil Shraddha Dhanraj



128. Sharma Madhuri



129. Shewale Sandesh Kanifnath





130. Shaikh Sufiyan

biznis

TO WHOMSOEVER IT MAY CONCERN

biznis
AGENT ID
A21000129

SUFIYAN SHAIKH
Service Executive
Dtd: 10-Apr-2021
Blood Group: A+

YASH ENTERPRISES
Office#115, Sterling Centre,
Canta, Pune-411001

SUFIYAN_JAMIR_SHAIDI
AANDAAR NO: 236267607742

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.

He/she may be allowed unrestricted movement for the purpose of supply/service/maintenance essential telecom services.

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
Date: 01-May-2021

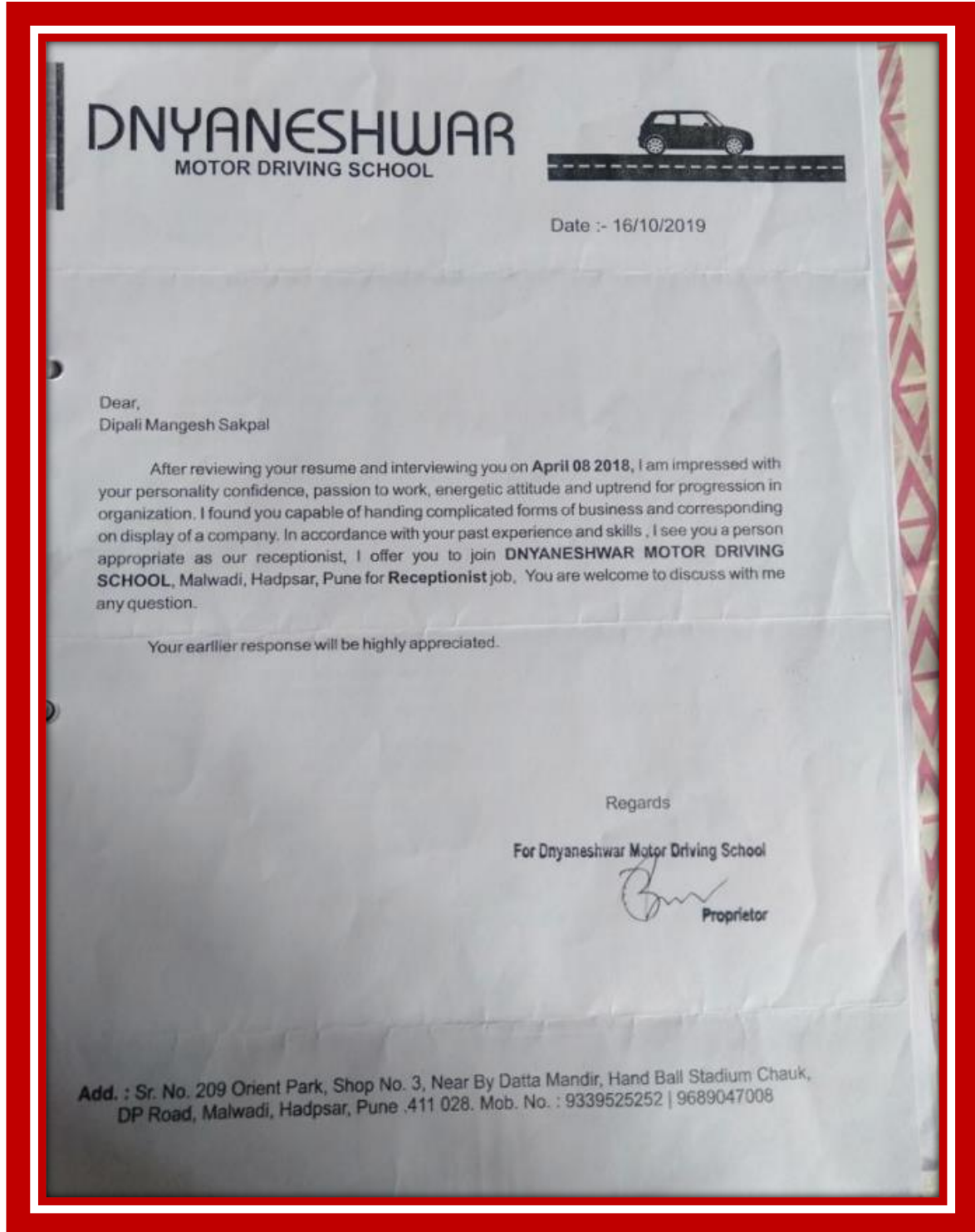
For YASH ENTERPRISES
Zoheb Ahmed Sayed
(Proprietor)



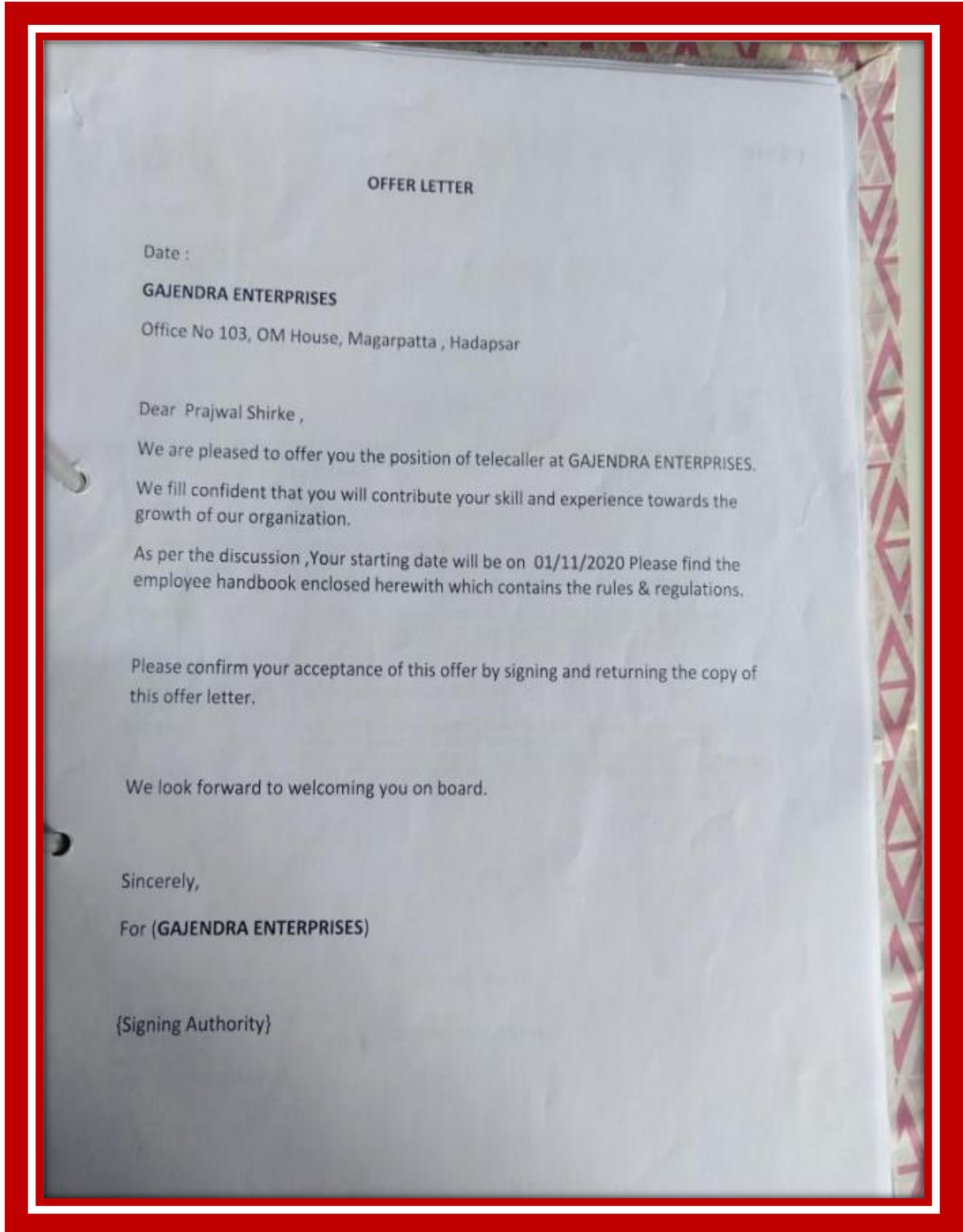
Supporting Document: Authorization Letter issued by Vodafone Idea Limited to Channel Partner

Head Office: Yash Enterprises, 100, Four, Sati Complex, Bicy Chowk, Pashan Gaur Road, Aurangabad - 431001
Pune Branch: Office No. 111-115, 3rd Floor, Sterling Centre, Opp. Aurora Towers Hotel, 162 Road, Pune - 411001

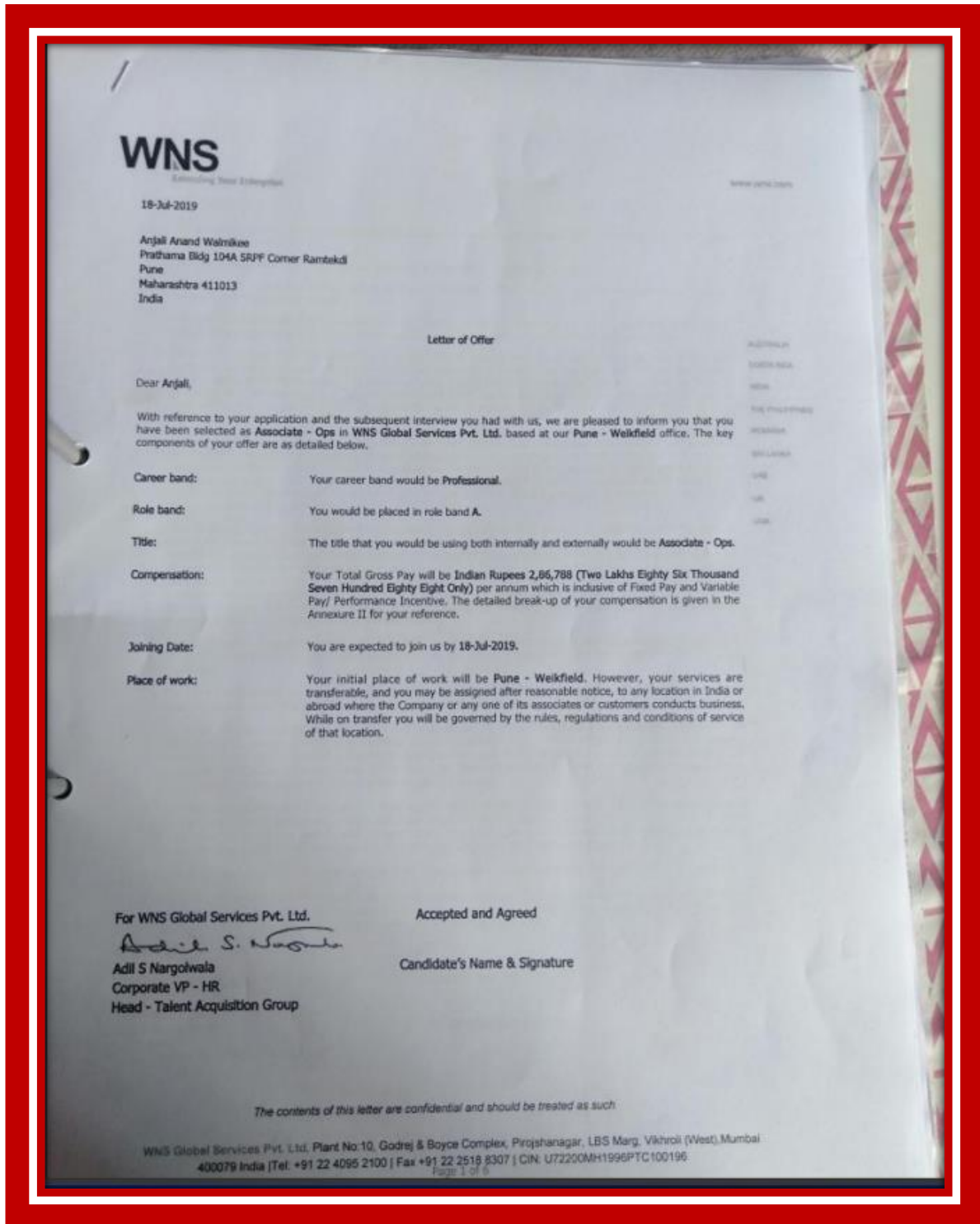
131. Sapkal Dipali Mangesh



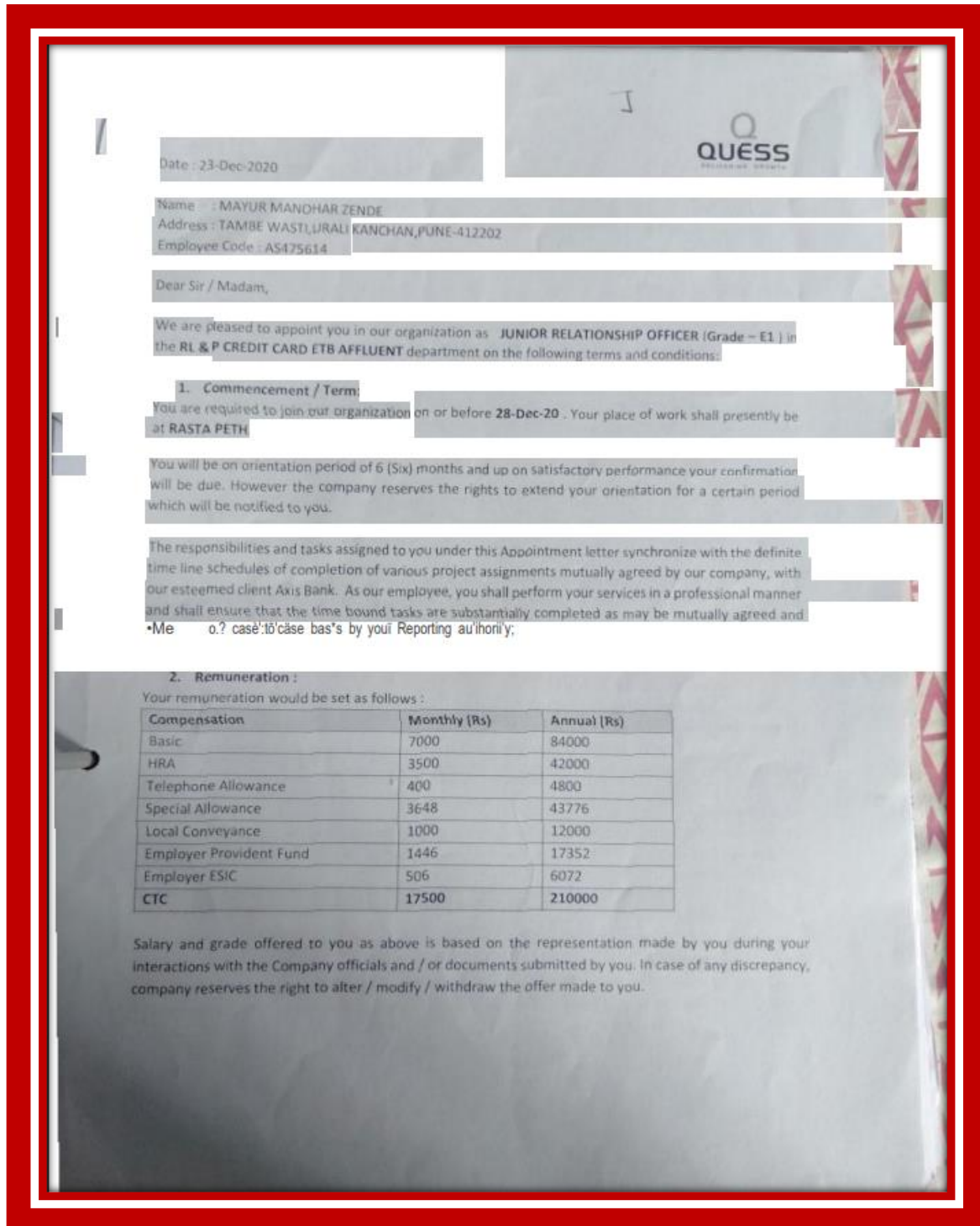
132. Shirke Prajwal



133. Walmikee Anjali Anand




134 . Zende Mayur Manohar



135. Jadhav Ganesh Kondiba

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
CIN: U74999MH2013FTC247999
Email: hr@shipco.com



Date: 25th-March-2022

Mr. Ganesh Kondiba Jadhav
Shri Dhakshinmukhi Maharudr
Mandir Road, Padegaon, At. Padegaon,
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 **28th 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.

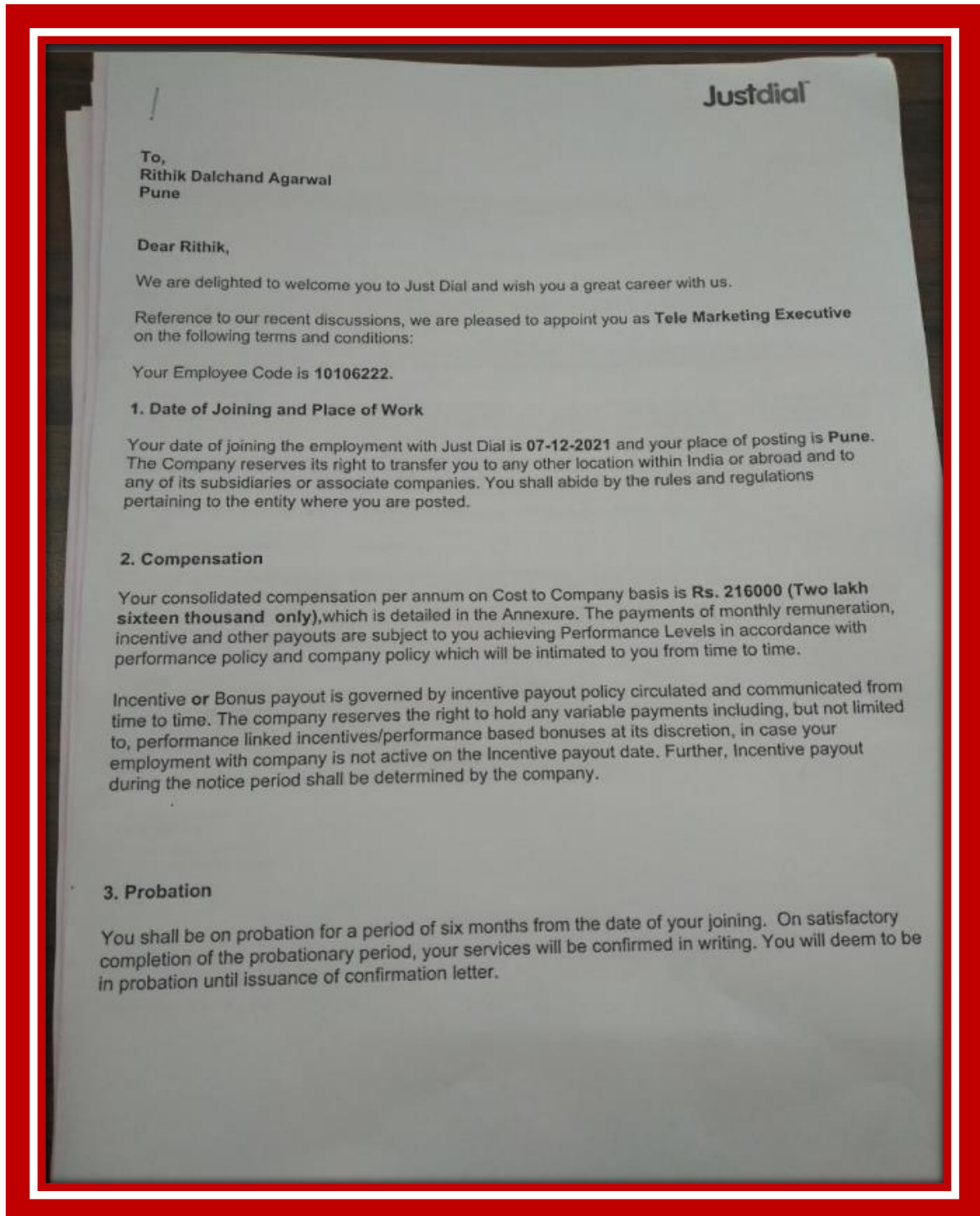
With best wishes,
For Shipco IT Private Limited

SINHA Digitally signed by
SINHA
SHUBHAN SHUBHANGI VIVEK
Date: 2022.03.25
GI VIVEK 18:31:35 +05'30'

Shubhangi Sinha - Corp. - Sr. Manager - HR & Administration
I, Ganesh Kondiba Jadhav, the above.

Employee Signature Employee Name Date

136. Agarwal Rithik Dalchand











137. Dongare Nishant


Date: November 10, 2021
Mr. Nishant Uttam Dongare
Pune

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").

1. Employment Terms, Compensation, Benefits

(a) Position 	Technical & Business Operations Analyst
(b) Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none">Domestic and international travel may be required, in accordance with Amdocs' business needs.Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	INR 625,000.00 (Six Lakh Twenty Five Thousand Rupees Only) gross, divided into the following annual components: <ol style="list-style-type: none">Basic salary - INR 250000.00House Rent Allowance - INR 250000.00Provident Fund (employer contribution) - INR 30000.00Leave Travel Allowance - INR 95000.00 <ul style="list-style-type: none">Payable on a monthly basis, in accordance with Amdocs' payroll practices.Annual discretionary salary review, as of July 2022 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	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) Annual Bonus 	<ul style="list-style-type: none">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.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.
(g) Annual Vacation 	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) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

2021-11-DVCI-P-M4264412 

138. Bhojar Tejaswini


THE ADECCO GROUP

02-02-2022

Tejaswini Rajendra Bhojar
Pune

Dear Tejaswini Rajendra Bhojar,

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 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

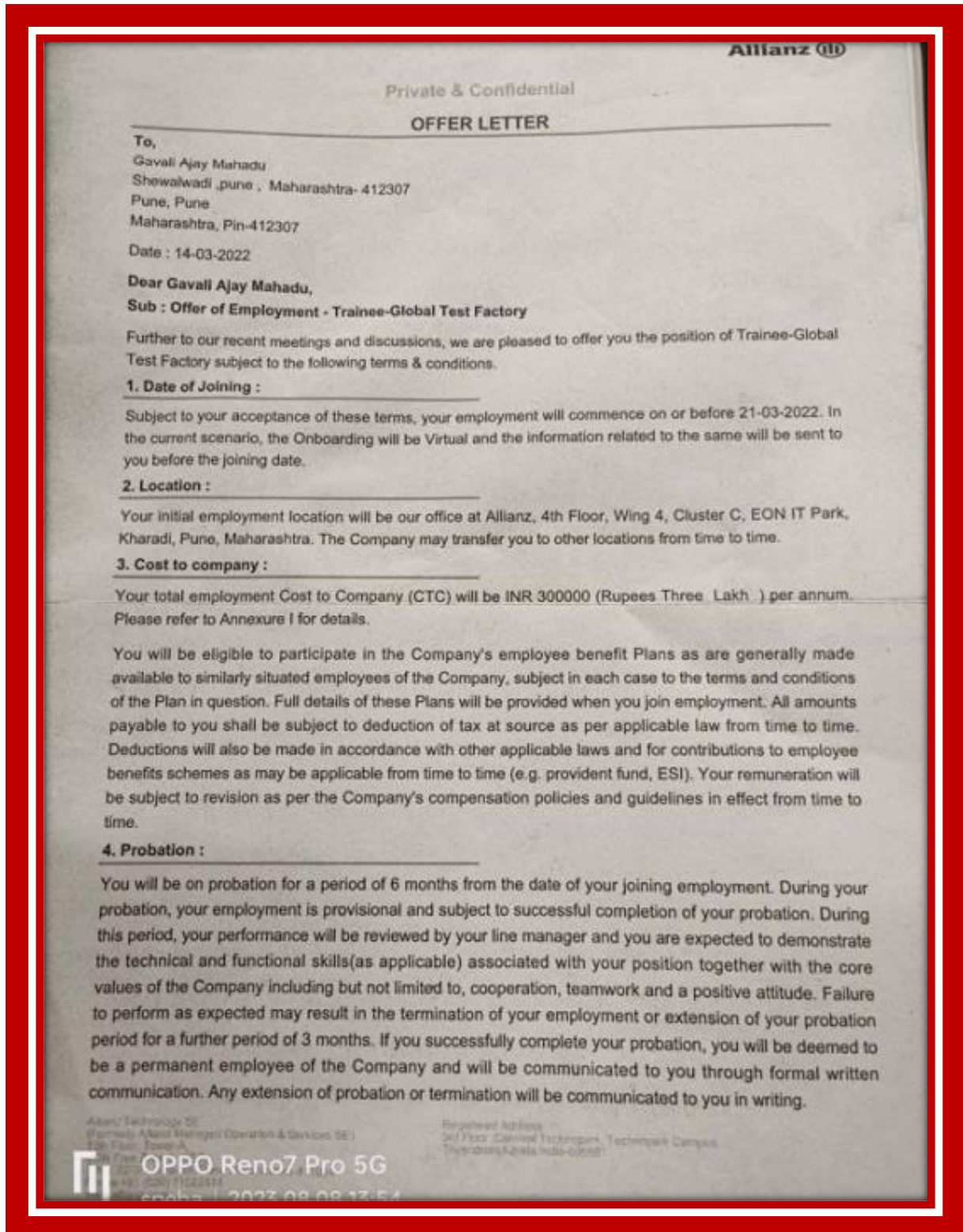

Anne Soumya
Director - HR


Saurabh Garg
Financial Controller

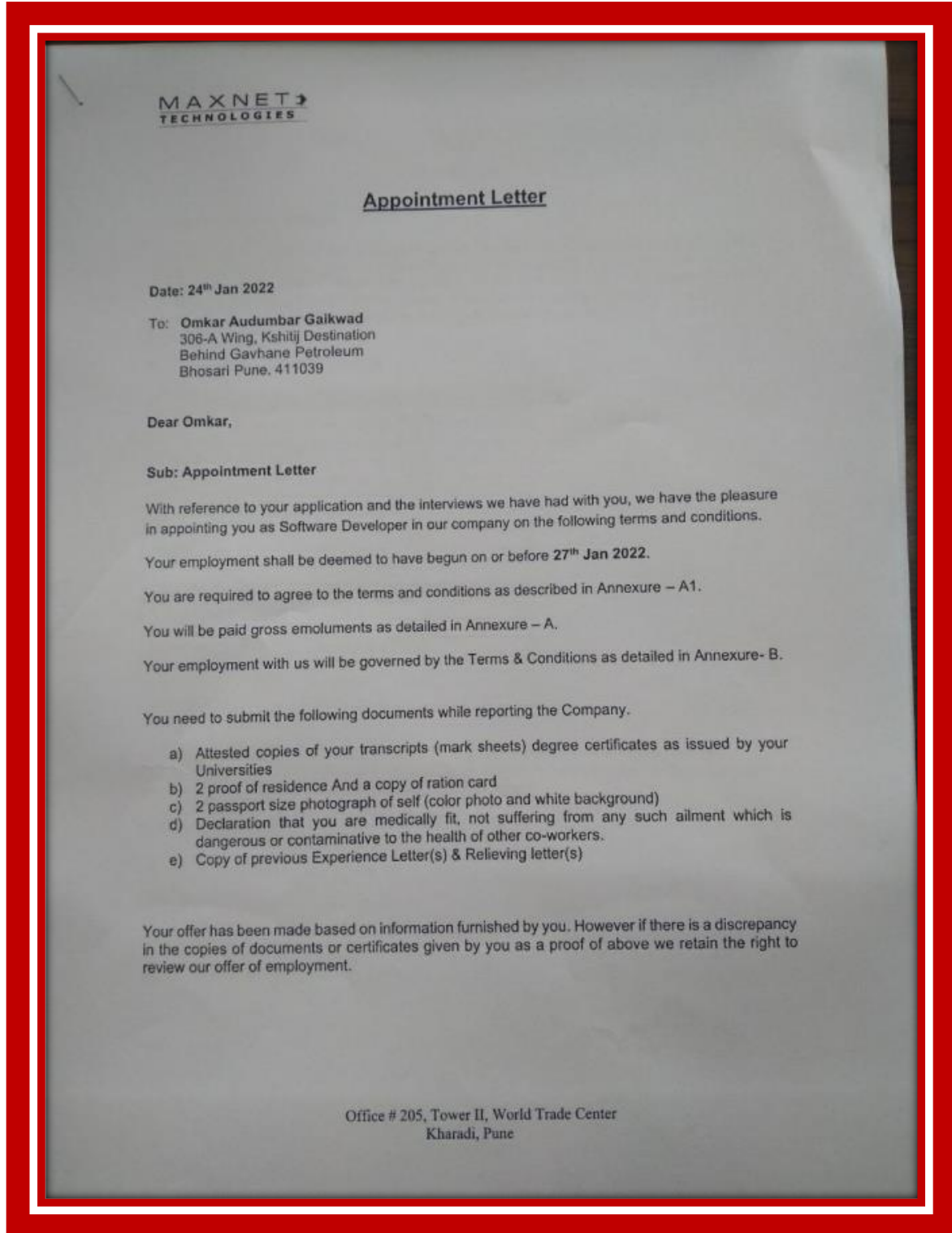


Adecco India Private Limited No.73/1, 13th Floor, Summit B, Brigade Metropolis, Garudachar Palya,
Mahadevapura, Whitefield Main Road, Bengaluru-560048
T +91 80 68407000, Email ID customercare@adecco.co.in www.adecco.co.in

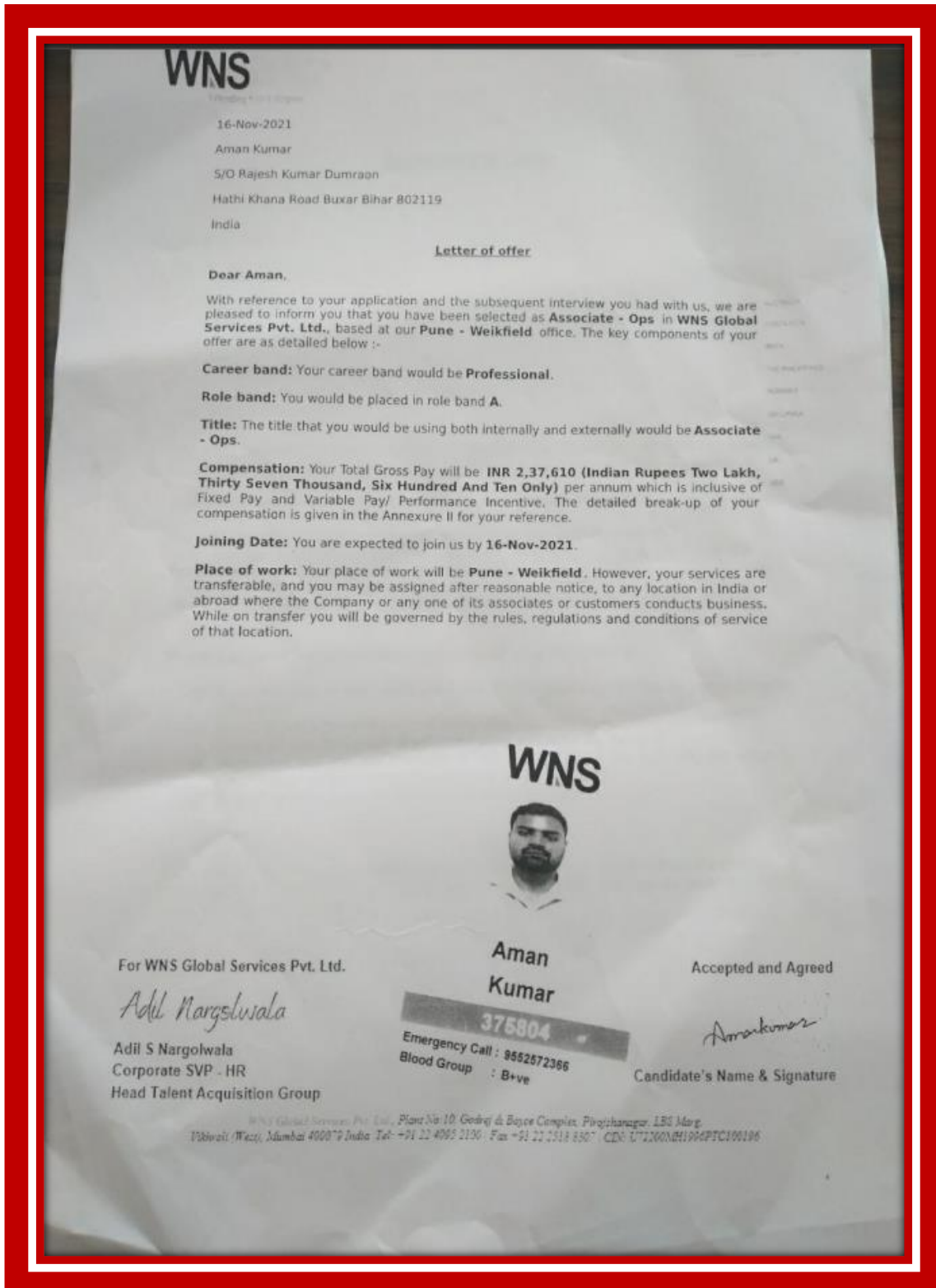
139. Gavali Ajay Mahadu



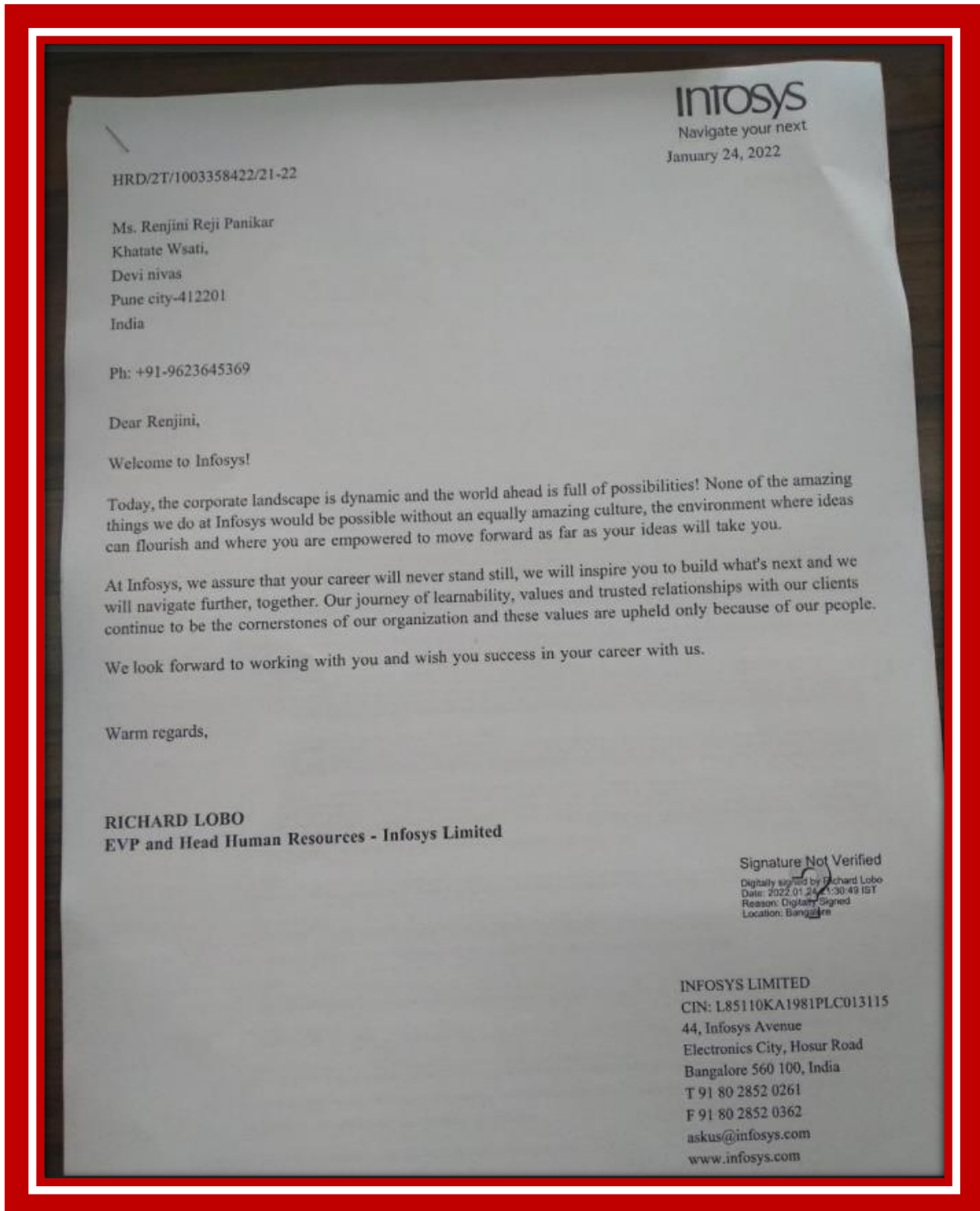
140. Gaikwad Omkar Audumbar



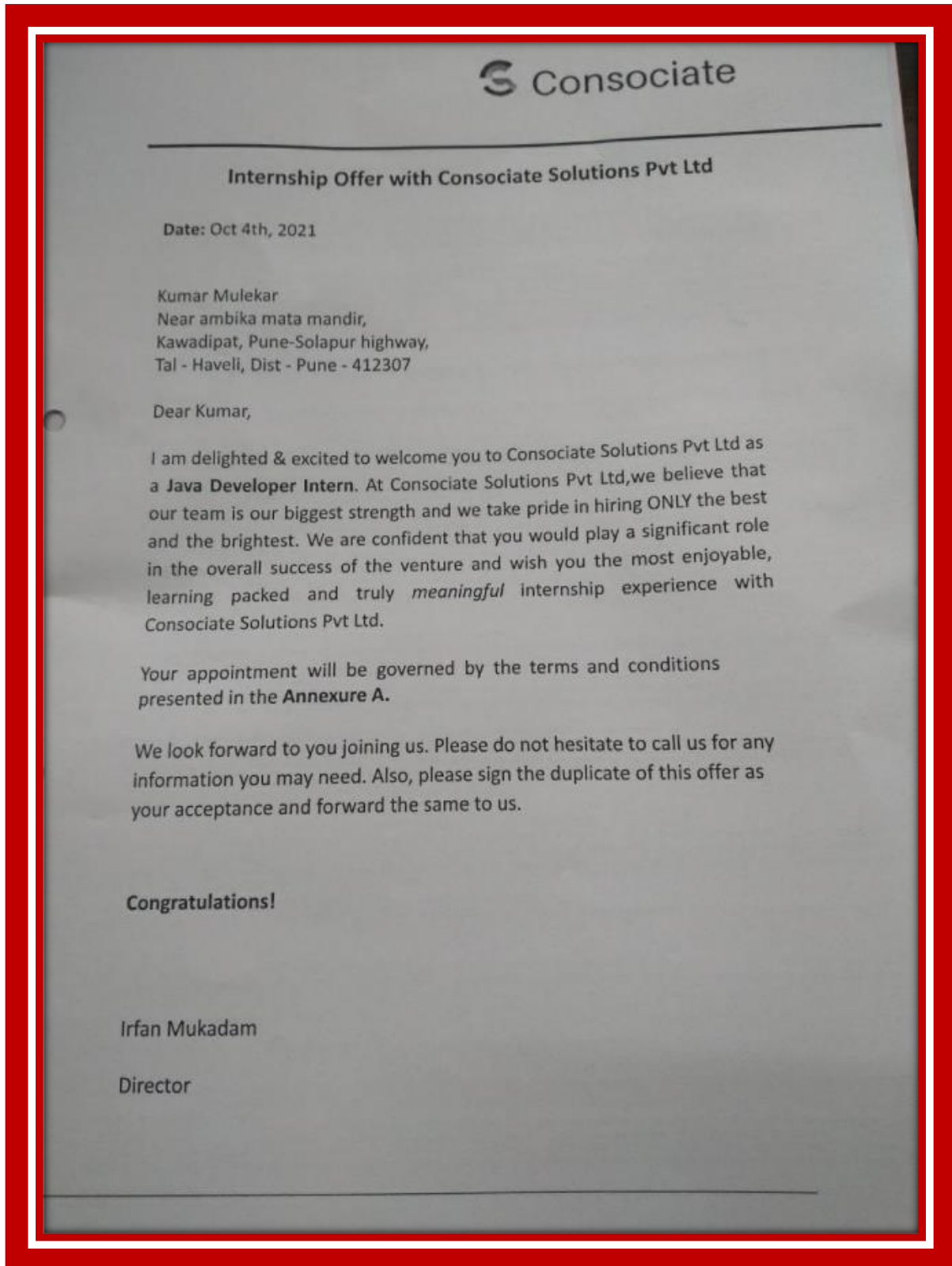
141. Aman Kumar



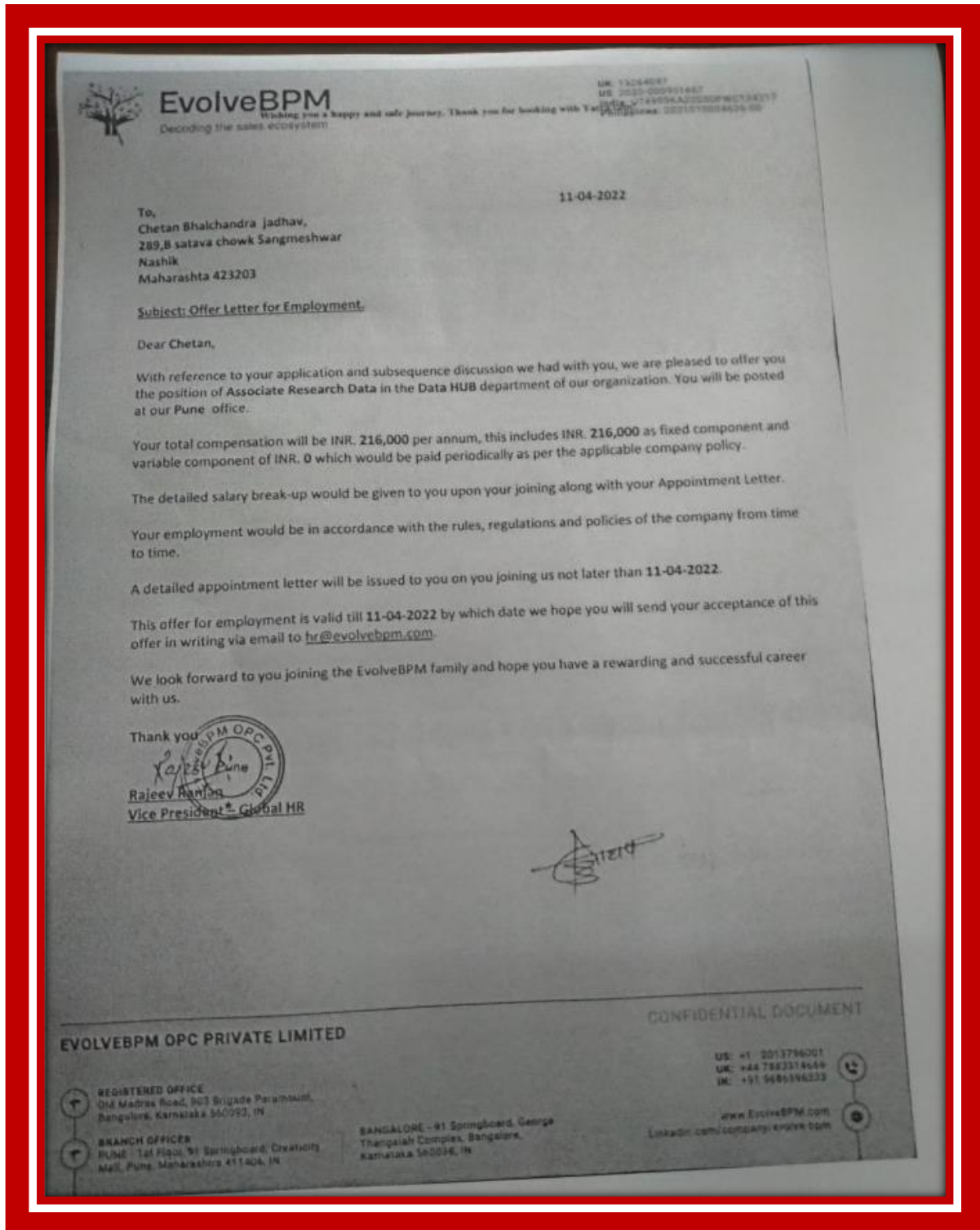
142. Panikar Renjini Reji



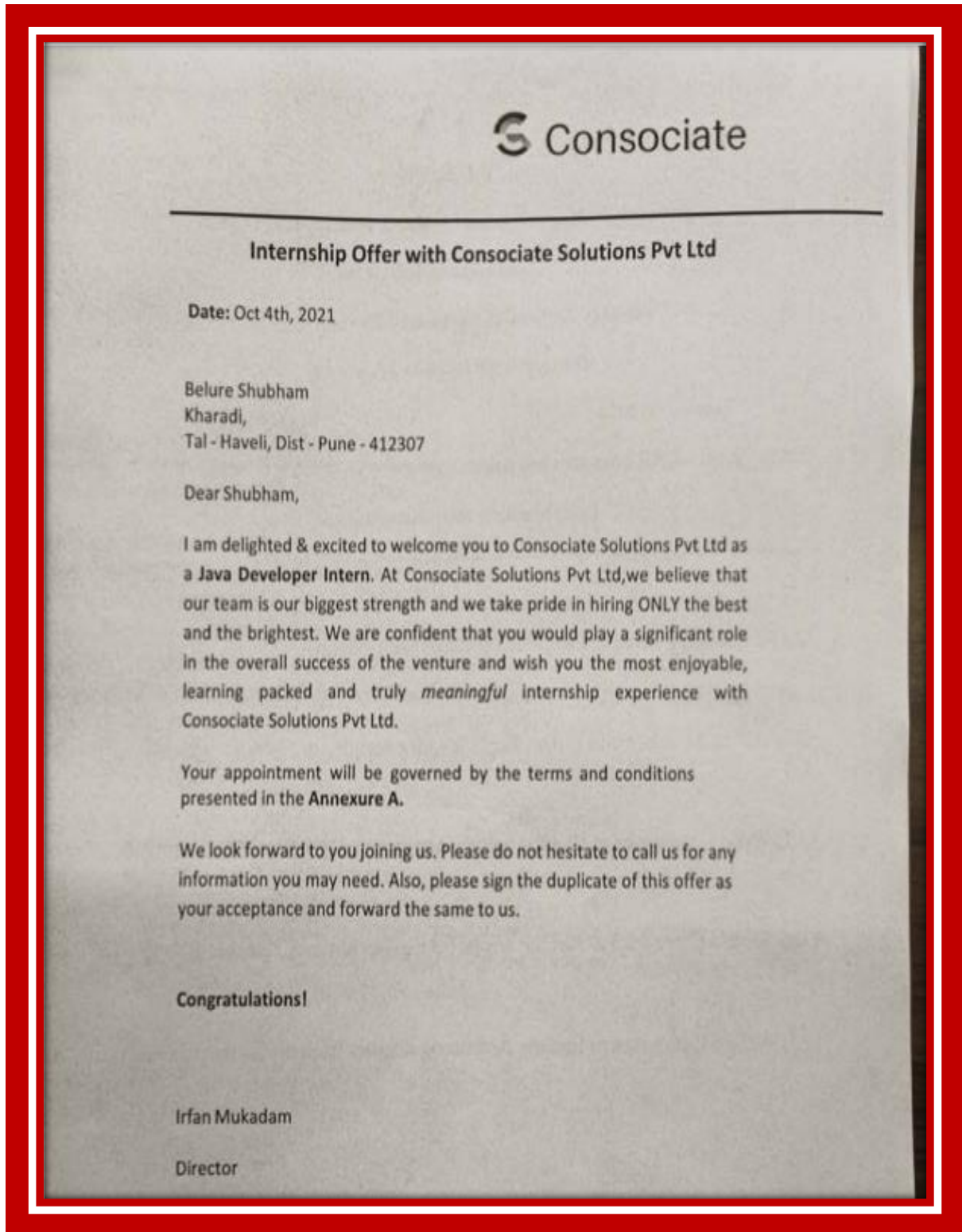
143. Mulekar Kumar



144. Jadhav Chetan Bhalchandra




145. Belure Shubham



146. Raut Shripad

Suma Soft Pvt. Ltd.

3th and 6th floor, Beta-1, Giga Space, Viman Nagar, Nagar Rd, Pune, Maharashtra
6th Floor, A-3 Building, E-Space Wadgaon Sheri, Pune Nagar Rd, Samar Ashok Rd, Aga Nagar, Pune, Maharashtra 411014
Tel. No. 02040130400



To, Process: MISC Date: 27/8/22

Dear SHRIPAD RAUT

With reference to your Offer Letter dated 27/8/22, for the position of Customer Care Executive you would be paid a CTC remuneration of Rs. 2,22,000/- per annum. Your monthly CTC will be Rs. 18,500/- and monthly in hand will be Rs. 15,094/-.

Standard Appointment Letter with Salary Card will be issued on the date of joining 30/8/22 at 10:00 AM. Your work location will be at Suma Soft Pvt. Ltd. E-Space / Giga-space, Pune. Notice period will be 15 days.

Erandwane Head Office Address
Suma Soft Pvt. Ltd.
2nd floor, Suma Center, Near Deenanath Mangeshkar Hospital, Erandwane, Pune-411004

E-Space Office Address
Suma Soft Pvt. Ltd.
6th Floor, A-3 Building, E-Space Wadgaon Sheri, Pune Nagar Rd, Samar Ashok Rd, Aga Nagar, Pune, Maharashtra 411014

Giga Space Office Address
Suma Soft Pvt. Ltd.
3th and 6th floor, Beta-1, Giga Space, Viman Nagar, Nagar Rd, Pune, Maharashtra

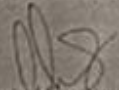
Following Documents are required at the time of joining and are mandatory

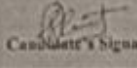
- Educational Documents (SSC, HSC, Graduation/Postgraduation) - Original + 4 xerox copy of each document
- Employment documents (Offer Letter / Appointment Letter / Experience Letter / Relieving Letter / Last 3 months salary slips/ Bank statement)
- PAN Card - 2 photocopies (Compulsory)
- Aadhar Card - 2 photocopies (Compulsory)
- Address proof (Current & Permanent) - 1 photocopy
- Passport Size Photos - 2
- Bank Account Proof - Statement/ Passbook (Compulsory)
- Parent's/ spouse's/ children's aadhar xerox

Congratulations!!!


For SUMA SOFT PRIVATE LTD

Accepted and Agreed

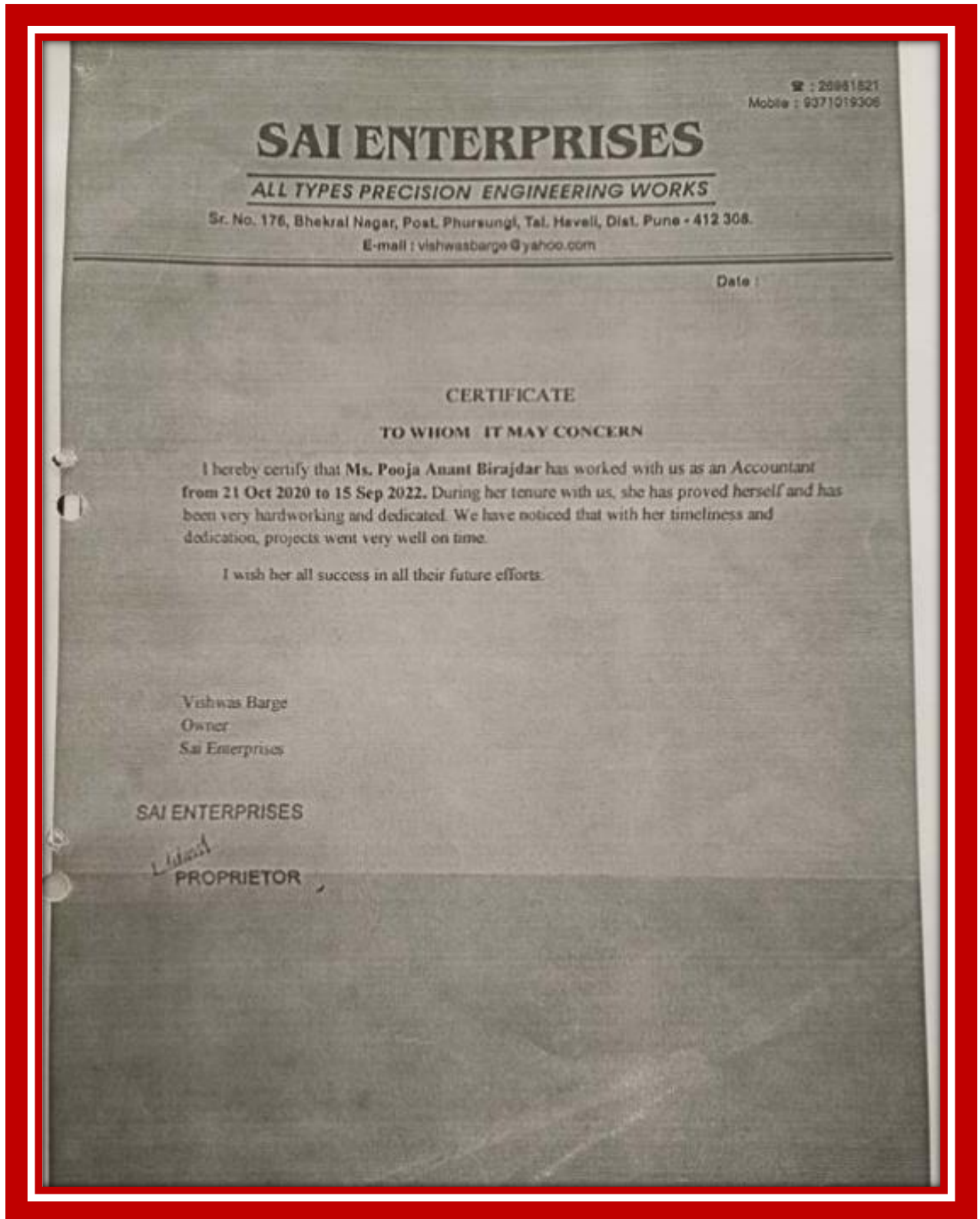

Authorized Signatory


Candidate's Signature

Regd. Offices 2nd floor, Westend Icon, Westend Mall Extension, Aundh, Pune-411007
Tel. No. +91 (020) 25425655, 40130400. Fax No. +91 (020) 25678704. www.sumasoft.com

 **OPPO Reno7 Pro 5G**

147. Pooja Biradar



148. Sonawane Abhishek

Date: Apr 10, 2022
Offer No: QS4045809

SONAWANE ABHISHEK
PUNE 412308
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear SONAWANE ABHISHEK

We are pleased to appoint you at Bajaj Pvt Ltd Magarpatta, 020-66240100 for a fixed period of employment as per the following terms:

DEPUTATION:

The terms of employment is exclusively with Bajaj Pvt Ltd Magarpatta, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from 15-5-2022 be deputed by Bajaj Pvt Ltd Magarpatta, to work at client's office /premises at any of their locations.


During the course of your contract, you can be transferred to any other Client or a location within the territory of india as and required by Bajaj Pvt Ltd Magarpatta for rendering the services under this contract

TENURE:


The term of your Contract shall be valid from MAY 15, 2022 to MAR 31, 2023

COTERMINOUS:

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


Bajaj Pvt Ltd Magarpatta
Confidential
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Page 1

 OPPO Reno7 Pro 5G
sneha | 2023.08.08 14:28

149. Katkar Rohit

Date: Apr 08, 2022
Offer No: QS3045808

ROHIT KALIDAS KATKAR

PUNE 412308
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **ROHIT KALIDAS KATKAR**

We are pleased to appoint you at Bajaj Pvt Ltd Magarpatta, 020-66240100 for a fixed period of employment as per the following terms:

DEPUTATION:

The terms of employment is exclusively with Bajaj Pvt Ltd Magarpatta, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from 15-5-2022 be deputed by Bajaj Pvt Ltd Magarpatta, to work at client's office /premises at any of their locations.

During the course of your contract, you can be transferred to any other Client or a location within the territory of India as and required by Bajaj Pvt Ltd Magarpatta for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from MAY 15, 2022 to MAR 31, 2023

COTERMINOUS:

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

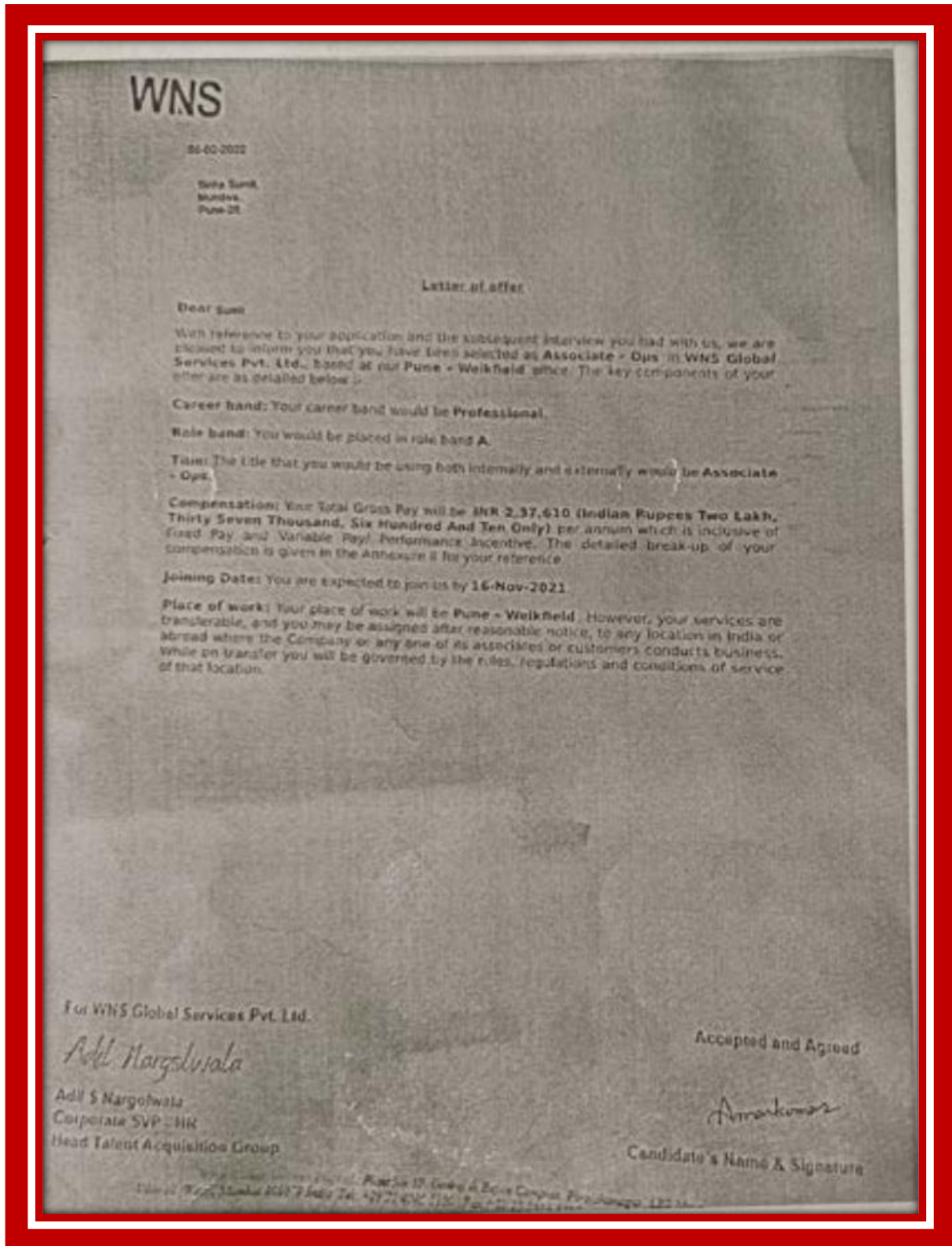


Bajaj Pvt Ltd Magarpatta

Confidential
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Page 1

150. Sinha Sumit



151. Tambe Pratik



152. Dabhade Ajinkya

AFFINITY X
EVERY REVOLUTION STARTS SMALL

Private and Confidential

Ref: GASPL/HR/35997/2019 Date: 22/02/2019
Dear Ajinkya Dabhade

Your revised salary structure and other details effective 01/02/2019 are as mentioned below:

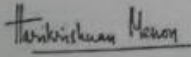
COMPENSATION ENTITLEMENT DETAILS

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	Gross Remuneration (A)	196179
8	Employer Contribution to PF	14262
9	Gratuity	5717
10	Statutory Bonus	23770
11	Employer Contribution to MLWF	72
12	Statutory Contributions (B)	43821
13	Total Remuneration (A) + (B)	240000

- 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.
- Bonus will be paid as per Payment of Bonus Act, 1965.
- Gratuity will be paid as per Payment of Gratuity Act, 1972.
- Transport deduction will be done as per the grade, in case you avail the facility. This deduction will be done from the monthly remuneration.
- 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.
- Income Tax liability is employee's responsibility.
- The above structure is as per new conventions.
- 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, 6th floor,
Cluster D, Kharadi, Pune – 411014.
Tel : 020 66120333.
AffinityX.com

153. Jadhav Sachin

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

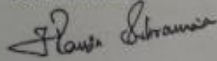
Please note that you are required to bring all the above documents in **ORIGINAL** & along with one set of self-attested photo-copies of the same. The original documents would be returned immediately to you after due verification.

This provisional offer is valid till one weeks 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,

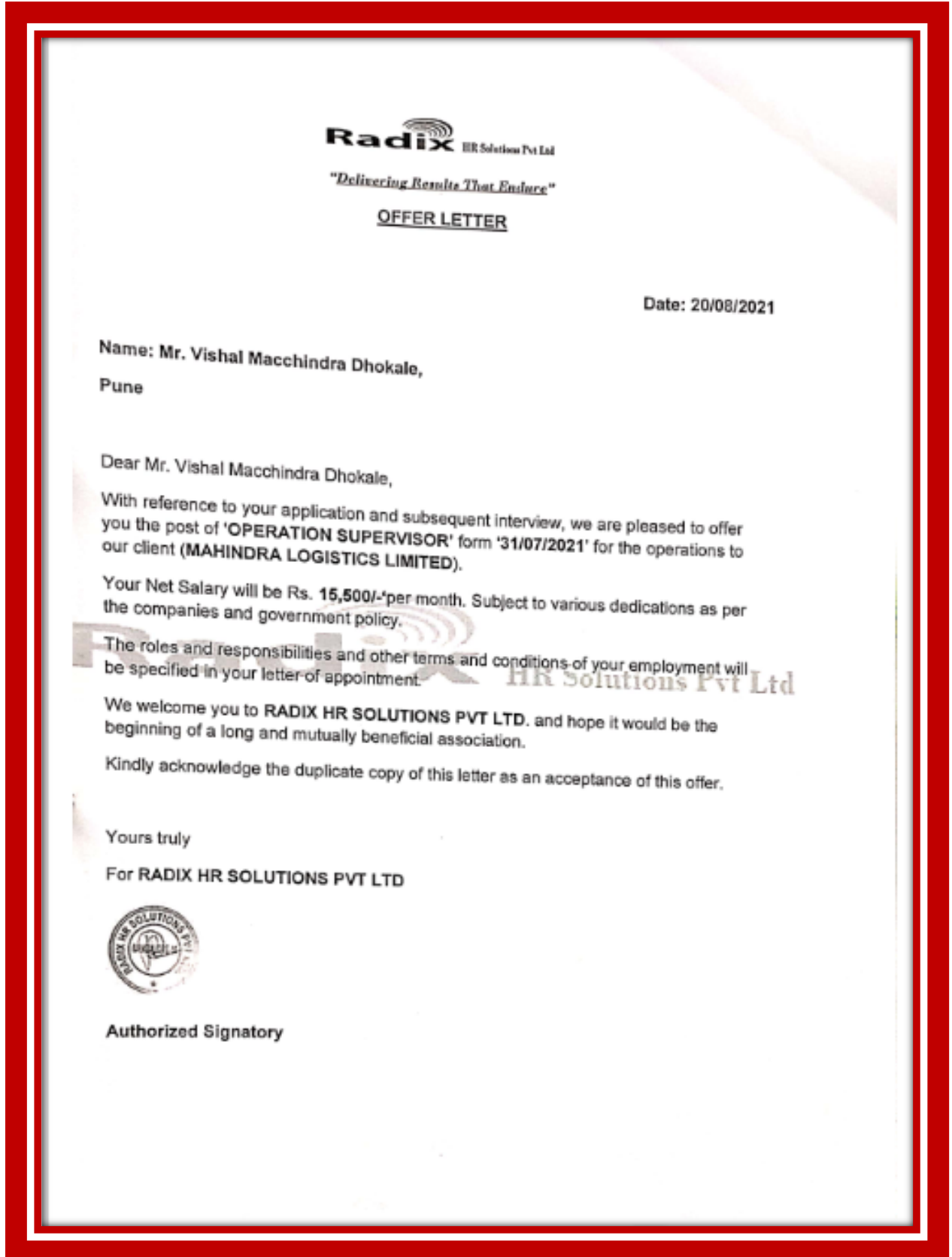


For HDFC BANK LIMITED

154. Mapare Priti Vijay



155. Dhokale Vishal Macchindra



156. More Raviraj Dnyaneshwar

EXL

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.

157. Nagawade Bhayashree Uttam

CHIKHALE MOTORS



Name – Mrs. Bhagyashree 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 Bhagyashree,

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: 04th 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 9881012333
Service : +91 9881103333

Wi chikhalemotors123@gmail.com

vespa.in
aprilias150.in

158. Shaikh Mohammadshoeb Rafiqahmad



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, Nagarwara, Bangalore-560 045, India
Other Offices: Ecopolls, 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 Hobli Bangalore-560043 | Marvel Edge, Block C & D, 1st to 4th Floor, Survey No 207/1A+23A, Lohegaon, Viman Nagar, Pune 411 014, India Tel:(020) 66076000/9000 Fax:(020)6605 2830/1 | Suzlon, Aquil Lounge, 2nd floor left & Right Wing, One Earth Side Satra Nalli, Hadapsar, Pune # 411028, India
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159. Sawant Sanket Mohan

SMOLLAN

CONNECTING PEOPLE • BRANDS • OPPORTUNITIES

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, 5th Floor, Plot No. 2, Sector 11, CBD B-Square, New Market - 400 434
+91 22 696 11000 | marketing@smollan.com

160. Dhamal Prasad Nandu

Employee Name: Prasad Nandu Dhamal

Employee Code: PD0008



Appointment Letter

We are pleased to appoint you in our organization as **RCI Based at Pune** subject to the following terms and conditions:

- Your contract will commence from **20/10/2020** and expire on **20/09/2021** during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on **20/10/2020** and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
- You hereby agree to be liable for the following terms and conditions
 - Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of the Client or Adhaan Solution.
 - Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Adhaan Solution.
 - Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Adhaan Solution.
 - Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - The Employee has to undergo process of verification of his identity from the nearest police station of his resident and has to submit report/certificate issued by the said police station. The said documents submitted by him will be consider as part of his personal files of employment. If the employee fail to do so our company shall not be responsible for any act of criminal nature committed by him.
 - Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - Comply with the safety, health and other rules and regulations of Adhaan Solution and the Adhaan Solution Client that you have been made aware of.
 - During the course of your contract, you can be transferred to a location within the territory of India as and when required by Adhaan Solution for executing the services provided herein.
- Should you be selected to perform the Work Assignment, the nature of your relationship with Adhaan Solution will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Adhaan Solution nor do you become an employee of Adhaan Solution. Upon expiry or termination of the Work Assignment, your employment with Adhaan Solution shall stand terminated forthwith.
- Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing **15 days notice** in writing or payment thereof.
- Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Adhaan Solution shall promptly settle all your dues after making the applicable deductions.
- You agree to defend, indemnify and hold Adhaan Solution or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

Adhaan Solution Pvt. Ltd.,
807, 8th Floor, Dev Aurum, Nr. Anand Nagar Cross Road, 100 ft Road, Prahladnagar, Ahmedabad – 380015, Board line number: +91 79 40143131.

• RECRUITMENT • PAYROLL • EVENTS

160. Dhamal Prasad Nandu



7. Any dispute between you and Adhaan Solution shall be referred to a sole arbitrator appointed by Adhaan Solution. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Ahmedabad, Gujarat, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize Adhaan Solution to make all salary payments required to be made to you by Adhaan Solution including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 7th of the following month.
10. In addition to the terms contained herein, your relationship with Adhaan Solution may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Adhaan Solution and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

We at Adhaan Solution would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process.

Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Adhaan Solution with the acceptance of your first salary from Adhaan Solution will be conclusive proof of your acceptance in accordance of terms and conditions.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For, **ADHAAN SOLUTION PVT LTD**

Authorized Signatory

Dhamal

Accepted & Agreed,

Signature: _____

Name: Prasad Nandu

Adhaan Solution Pvt. Ltd.,

807, 8th Floor, Dev Aurum, Nr. Anand Nagar Cross Road, 100 ft Road, Prahladnagar, Ahmedabad – 380015, Board line number: +91 79 40143131.

• RECRUITMENT • PAYROLL • EVENTS

160. Dhamal Prasad Nandu

Employee Name: Prasad Nandu Dhamal

Employee Code: PD0008



Salary Annexure

	EARNINGS	AMOUNT (PER MONTH)
BASIC WAGES	BASIC	5000
	H.R.A	2800
	CONVEYANCE	0
	BONUS	937
	OTHER/HQ ALLOWANCE	3194
	GROSS EARNINGS (A)	11931
EMPLOYER PART	LOCAL CONVEYANCE (B)	0
	MOBILE ALLOWANCE (C)	0
	PROVIDENT FUND @ 13%	1065
	E.S.I.C @ 3.25%	388
	GRATUITY	0
	L.W.F	0
	CTC (GROSS + EMPLOYER PART)	13384
EMPLOYEE CONTRIBUTION	PROVIDENT FUND 12%	983
	E.S.I.C @ 0.75%	90
	PROFESSIONAL TAX	200
	L.W.F	0
	TOTAL DEDUCTIONS (D)	1273
	NET SALARY /CASH IN HEND (A+B+C-D)	10658

For, ADHAAN SOLUTION PVT LTD

Authorized Signatory

Accepted & Agreed,

Signature: _____

Name: Prasad Nandu Dhamal

161. Phand Kapil Pralhad

Roll No	2111141973	Application Number	215580597	Category	Open
*Candidate's Name: PHAND KAPIL PRALHAD					
*Candidate's Father's / Husband's Name: PRALHAD					
*Candidate's Mother's Name: LAXMI					
MBA/MMS CET Percentile	43.8066328				
Date of the Result	29-Oct-2021				
IP address of the Computer from which Score Card downloaded:	152.57.218.76				
Date and Time of downloading the Score Card:	18-11-2021 23:03				
* As filled in by the candidate in online application form. <ul style="list-style-type: none">· MBA/MMS CET Scores are Normalized Scores across Multi Day and Multi-Session Papers are based on the relative performance of all those candidates who have appeared for the examination in one session. The Marks obtained are transformed into a scale ranging from 100 to 0 for each Session of Examinees.· MBA/MMS CET Score is NOT the same as PERCENTAGE of Marks obtained. The detailed Process of Scoring Logic has been made available for the candidates on https://cetcell.mahacet.org/ for reference.					

162. Shaikh Qamruddin Abdullah



WELCOME TO WIPRO

21 December, 2022

Dear **Qamruddin Shaikh**,

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

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

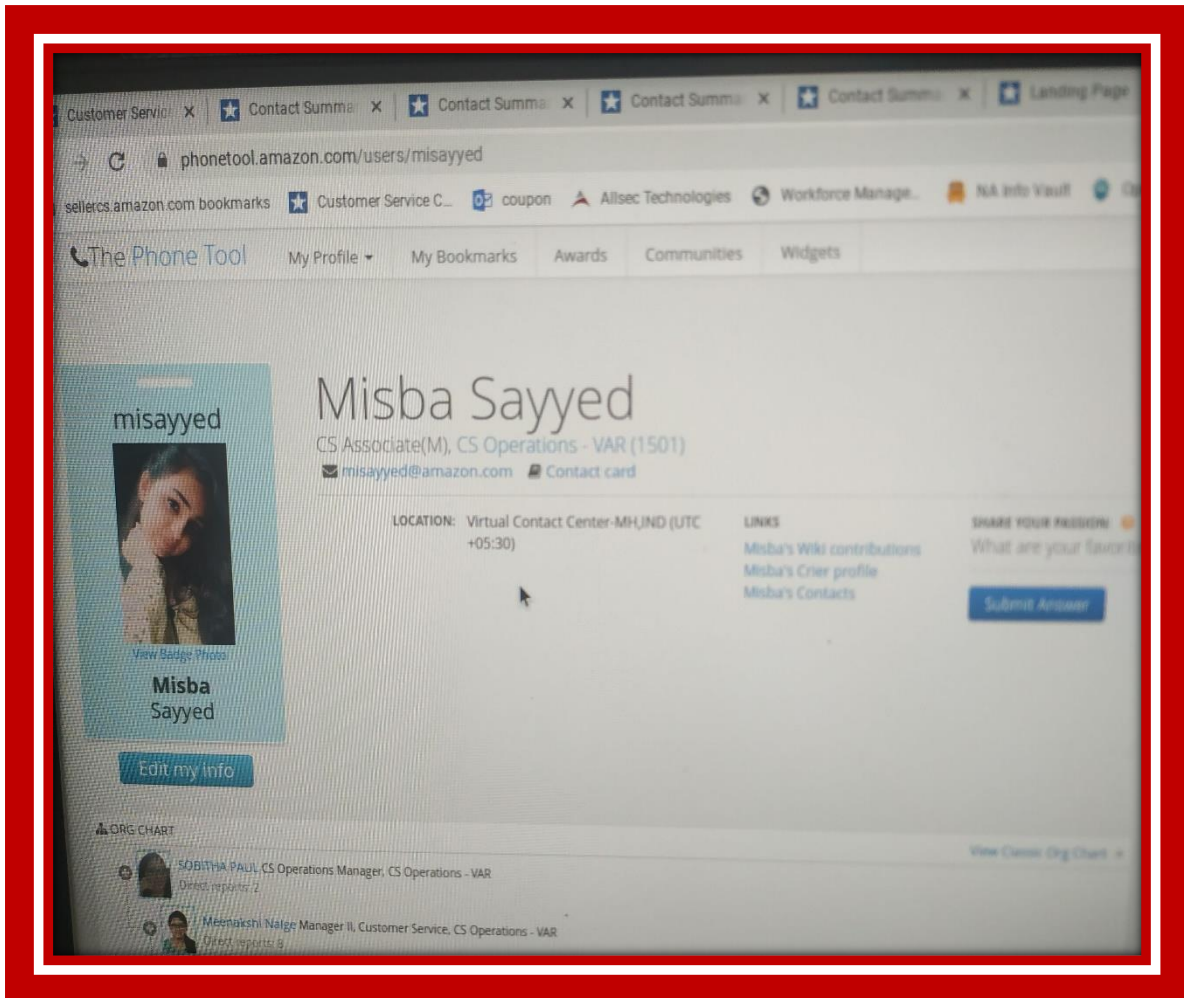
We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart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

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

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

Signed by Qamruddin Shaikh | qamruddinshaikh96@gmail.com | 21-12-2022 01:45:58 PM IST |

163. Sayyad Misbah



164. Parmar Pooja

Fwd: Salary Break-Up Sheet
message

Pooja Parmar <parmarpooja0203@gmail.com>
to: "bba.amc@gmail.com" <bba.amc@gmail.com>

Sat, Jul 22, 2023 at 12:41 PM

----- Forwarded message -----
From: Pooja Parmar <parmarpooja0203@gmail.com>
Date: Thu, 10 Mar 2022 at 4:01 PM
Subject: Re: Salary Break-Up Sheet
To: Maramganti, Deepika <kddeepik@amazon.com>

I accept the offer.

On Thu, 10 Mar 2022 at 3:54 PM, Maramganti, Deepika <kddeepik@amazon.com> wrote:

Dear Candidate,

Congratulations on your offer with Amazon for Virtual Technical Support- Customer Service Associate (Full-time role)- Pune ; please find below your proposed salary break-up. Your date of joining is 21st March, 2022.

PS: PAN card and e-Aadhar card (Mobile number should be linked with Aadhar card , downloaded from UIDAI website) are mandatory documents required to get onboarded. If your mobile number is not linked with Aadhar card, please visit HEAD POST OFFICE and not regional post office to get it linked in 24 hours.

The Letter of Intent has been sent to your personal email address with the salary details.

Designation on Joining	Customer Service Associate
State	Rest of India
Citizenship	INDIAN
Current Compensation & Benefit Summary	
	Annual (in INR)
Annual Base Pay	350000

Please make changes in the cells highlighted as yellow only. Other cells (greyed out) will auto populate the values.

Gross Salary Break-Up			
Pay Component	Select	Annual (INR)	Monthly (INR)
Basic	51%	180,000	15,000
House Rent Allowance	50%	90,000	7,500
Employer contribution to PF	12%	21,600	1,800

2: Flexible Components - can be allocated as per your individual tax planning needs

Component	Select	Annual (INR)	Monthly (INR)
Self-education		-	-
Children education allowance	N	-	-
Children hostel allowance	N	-	-
National Pension System (NPS) Contribution	0%	-	-
Self-Owned Vehicle Expenses	N	-	-

164. Parmar Pooja

2/23, 2:12 PM

Gmail - Fwd: Salary Break-Up Sheet

3: Fixed Allowance Allocation:

Leave Travel Assistance	-	37,500	3,125
Medical Allowance		15,000	1,250
Conveyance Allowance	Self-owned Vehicle Expenses option should be set to N	5,900	492
Meal Allowance		-	-
Flexi Allowance		-	-
Base Pay		350,000	29,167

Note:

Detailed Overview will be given during Day 1 Orientation
Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies

Other Benefits

1. Internet Reimbursement – Rs.1,250/- per month
2. Meal Vouchers – Rs. 1,100/- per month
3. Night Shift Allowance (NSA) of INR 150/- per shift

Please note there will be a deduction of ESIC, PF and Professional Tax from the Base pay as per the State Government norms.

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is forbidden to copy, forward, or in any way reveal the contents of this message to anyone. Offer once accepted will not be renegotiated post joining.

Note: If you do not hold the required documents or do not meet any of the mandatory requirements or your current work location falls under any of the Containment/Red zones declared by the State Govt, your joining might be delayed or confirmed to a later date, considering the transport constraints for system delivery. Also please make sure that you are available at the registered address with us for system delivery.

Thanks & Regards,
Amazon Recruitment Team

4. Branding elements

165. Ghule-Hambir Pooja



166. Kumbhar Dhanshree



Dhanashree Anandrao Kumbhar
A/p. Nidhal, Khatav, Satara,
Maharashtra – 415 023.

4th 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 horizontal line.

Rituraj Singh Dhawan
Head – HR Services

Sanofi Healthcare India Private Limited (Formerly known as Shantha Biotechnics Private Limited)
Sanofi House, CTS No. 117-B, L&T Business Park, Sai Vihar Road, Powai, Mumbai 400 072 - India - Tel: +91(22) 2803 2000 - Fax: +91(22) 2803 2030
Corporate Identity Number: U24112MH1963PTC02554 - Website: www.sanofi.in - Email: shi@sanofi.com



Scanned with CamScanner

167. Devshette Rajshri



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.

Sai Life Sciences Limited

CIN: U24110TG1999PLC030970, Office # L4-01 & 02, 4th Floor, SLN Terminus,
Survey No. 133, Gachibowli Miyapur Rd, Gachibowli, Hyderabad 500032, Telangana, India.

167. Devshette Rajshri



- 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

Sai Life Sciences Limited

CIN: U24110TG 1999PLC030970, Office # L4-01 & 02, 4th Floor, SLN Terminus,
Survey No. 133, Gachibowli Miyapur Rd, Gachibowli, Hyderabad 500032, Telangana, India.

167. Devshette Rajshri



ANNEXURE I

Name of the Associate	Rajashri Prakash Devshette
Designation, Department & Level	Trainee , Medicinal Chemistry &
CTC	240000

SALARY COMPUTATION

Components	Per Annum	Per Month
A Monthly Components		
Basic	180000	15000
Bonus	36000	3000
Special Allowance	2400	200
Total A	218400	18200
B Annual benefit		
Provident Fund	21600	1800
Grand Total	240000	

Sai Life Sciences Limited

CIN: U24110TG 1999PLC030970, Office # L4-01 & 02, 4th Floor, SLN Terminus,
Survey No. 133, Gachibowli Miyapur Rd, Gachibowli, Hyderabad 500032, Telangana, India.

167. Devshette Rajshri



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

Sai Life Sciences Limited

CIN: U24110TG 1999PLC030970, Office # L4-01 & 02, 4th Floor, SLN Terminus,
Survey No. 133, Gachibowli Miyapur Rd, Gachibowli, Hyderabad 500032, Telangana, India.

167. Devshette Rajshri



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
------------	----	-----------------------	-----------

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
---------	--

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

Sai Life Sciences Limited

CIN: U24110TG 1999PLC030970. Office # L4-01 & 02, 4th Floor, SLN Terminus,
Survey No. 133, Gachibowli Miyapur Rd, Gachibowli, Hyderabad 500032, Telangana, India.

168. Zol Akshay



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.

168. Zol Akshay



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 be 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.

168. Zol Akshay



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.

168. Zol Akshay



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

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

Rajesh Vinodrai Naik

Vice President & Global Head - Human Resources.

169. Mane Vishvajeet Suresh



RAVINDRA BHARTI EDUCATION INSTITUTE PVT. LTD.
अधिक साक्षरता Pune Office: 4010, Marvel Fuego, Opp Seasons Mall, Magarpatta Pune 411028 INDIA

Date: 21 Apr 2022

Ref No: BI/HR/210AL/

Vishvjeet Suresh Mane,

Appointment Letter

Dear Vishvjeet Suresh Mane,,

We are pleased to appoint you as **Dealer** with effect from **21 Apr 2022**.

Your employment in our organization shall be governed by the following terms and conditions, which may be amended from time to time at the discretion of the Management.

- You shall be initially on probation for a period of 180 days, before being considered for absorption as a regular employee. However, the organisation reserves the right to extend the probation, if required.
- Unless it is communicated to you that you are confirmed in writing, you will be deemed to be under probation.
- **You shall perform with diligence such duties as the position you hold and such other duties that may be assigned to you depending on the exigencies of work.**
- You are liable for transfer or deputation to any of our offices located in India presently established or in future at the discretion of the Management.
- You shall be paid a total remuneration (CTC) of Indian Rupees 13000 /-
- Salary breakup shall be provided after joining.
- No leaves shall be taken during probation period.
- After confirmation of service you shall be entitled to leaves as per company policy.
- You shall attain superannuation at the age of 58 years.
- Termination of your services by the management without notice would arise in the event of :
 - You are being found medically unfit during pre-medical test
 - Any contravention of the rules mentioned in standing orders
 - Any other proven misconduct as per standing orders
 - You shall not disclose any confidential and proprietary information to anyone who is not authorized to obtain the same. You would be required to sign a Non-Disclosure Agreement (NDA) in this regard at the time of your joining the organization.
 - The organization reserves its right to amend the grade, designation, and salary structure offered to you from time to time.
 - You shall be governed by the rules and regulations of the organization as stipulated in the standing orders, employee handbook, or in any other manner that are currently in force or amended in future from time to time.
 - The appointment is made on the understanding that the information given by you is correct true and complete. If found incorrect, this appointment may be withdrawn before you join service with us, or your services may be terminated at any time after you have taken up employment with us.

- If, for a period of 5 consecutive working days you are absent without sanction of leave or

overstay, you shall lose your lien on your employment, and shall be deemed to have abandoned employment voluntarily.

- You shall take excellent care of and be responsible for the work equipment, official documents, tools, and other items/materials entrusted to you.

- This offer is made in duplicate. Please return the duplicate copy duly signed by you as a token of your having read, understood, and accepted the terms & conditions of this appointment offer.

Registered office: At post Boriandi, Tal Daund Dist. Pune Maharashtra INDIA 412 214 Tel : +91 88227 07070
Email: cmd@bhartiinstitute.com www.bhartiinstitute.com GST No: 27AAHCR6075L2ZR TAN: PNER18044F

169. Mane Vishvajeet Suresh



RAVINDRA BHARTI EDUCATION INSTITUTE PVT. LTD.
ग्राथिक वाशरता Pune Office: 4010, Marvel Fuego, Opp Seasons Mall, Magarpatta Pune 411028 INDIA

Ravindra Bharti Education Institute Pvt. Ltd. welcomes you and offers a pleasant atmosphere to work and hope that the association will be mutually beneficial and meaningful.

Ravindra Bharti Education Institute Pvt. Ltd. welcomes you and offers a pleasant atmosphere to work and hope that the association will be mutually beneficial and meaningful.



With best wishes,

For Ravindra Bharti Education Institute Pvt. Ltd.,

Madhukar Gulig
Chief Operating Officer

I hereby accept the terms and conditions of the employment mentioned in this order.

Vishvjeet Suresh Mane

170. Kusude Pratik

Moolchand Mill Pvt.Ltd				
Regd.Office: CTS No.257 B,Budhwar Peth, Tiranga Bhawan,Pune-411002				
Pay Slip for the month of Aug/2023				
Emp ID	3415	Employee Name:	PRATIK DYANESHWAR KUSMUDE	
PF NO.		ESIC NO.	3313812072	
NOD	29.5	NDP	24.5	
DOJ	12/03/2022	Designation	operator	
Branch	KASTURI	UAN NO.	101690561130	
LOP	0			

Earnings	Rate	Amount	Deductions	Amount
BASIC	9,420.00	8,964.00	PF	1,076.00
HRA	4,710.00	4,482.00	ESI	115.00
WASH ALL	1,570.00	1,494.00	PT	200.00
OT1		1,773.00	Time Loss	30.00
Total	15,700.00	16,713.00	Total	1,421.00

Net Pay	15,292.00
In Words	Rupees Fifteen Thousand Two Hundred Ninety Two Only
Signature	


Lev.Type	Op. Bal	Allot.	Avail.	Encash.	Adj.	Cl. Bal
LWP			1.5			
WO			1			
WOP			4			

Reim Name	Op. Bal	Alloted	Claimed	Cl. Bal

Loan	Taken	Op. Bal	EMI/Rct.	Cl. Bal

Advance	Taken	Op. Bal	EMI/Rct.	Cl. Bal

171. Sonawane Revati M.



दि.: २४.०६.२०२१

नाव : रेवती मनोहर सोनवणे

विषय : अर्पित महणूळ निवड.

महोदय,

आपण केलेला अर्ज व आपली झालेली वैयक्तिक खुलाखत या अनुषंगाने आम्हास कळविण्यांत आनंद होतो की, आपली आमच्या कंपनीमध्ये निवड करण्यात आली आहे.

या शिकाऊ कार्यकाळात आपणांस खालील अटी व नियम लागू होतील.

- आपले इनिशिएशन विभागात दिनांक २४.०६.२०२१ पासून शिकाऊ कार्यकाळ सुरु होईल.
- आपला शिकाऊ कालावधी हा एक वर्षासाठी असेल व तो दिनांक २४.०६.२०२१ पासून दिनांक २४.०६.२०२२ पर्यंत असेल.
- आपणास या शिकाऊ काळात ८००० रुपये मासिक वेतन देण्यात येईल. कंपनीच्या इतर कायम कामगारांना मिळत असलेल्या कोणत्याही इतर सवलती आपणास शिकाऊ काळात मिळणार नाहीत.
- आपणास शिकाऊ काळात वर्षभरात सहा Casual Leave मिळतील.
- जेव्हा प्रहाराच्या तत्वांचा व्यावहारिक उपयोग करण्यात तुम्ही एखाद्या वेळी तयार व्हावे आणि कार्यपध्दती नीट समजावून घ्यावी हा शिकाऊ काळात हेतू आहे. तुमच्या सर्व पैलूंनी होणाऱ्या शिक्षणासाठी हा कार्यक्रम आखला जाणार आहे.
- जर काही कारणास्तव आपणास शिकाऊ कार्यकाळातून मुक्त व्हायचे असेल तर आपणास तसे लेखी एक महिना अगोदर व्यवस्थापनास कळवावे लागेल.
- आपला शिकाऊ कार्यकाळ गरजेनुसार एका वर्षांपेक्षा कमी किंवा जास्त करण्याचा तसेच हा काळ गरजेनुसार प्रलंबित करण्याचा तसेच संपुष्टात आणण्याचा अधिकार व्यवस्थापनाकडे राहिल व त्याचे कोणतेही कारण देण्यास व्यवस्थापन आपणास बांधील राहणार नाही.
- तुमच्या शिकाऊ कार्यकाळासाठी तुम्हाला व्यवस्थापनाला सोयीची असणारी वेळ दिली जाईल तुम्हाला आवश्यकतेनुसार दुसऱ्या विभागात किंवा दुसऱ्या शाखेत पाठविण्यात येईल.
- शिकाऊ कार्यकाळात आपण संपूर्ण वेळ प्रशिक्षणात लक्ष देणे गरजेचे आहे. आपण कोणत्याही इतर व्यापारात किंवा उद्योगात प्रत्यक्ष अथवा अप्रत्यक्षपणे कोणत्याही लाभासाठी कंपनीला पूर्वसूचना व माहिती न देता गुंतता कामा नये.
- मूळ शिकाऊ कार्यकाळ किंवा बदल करून चालविलेला शिकाऊ कार्यकाळ कंपनी कोणत्याही पूर्वसूचनेशिवाय तसेच कोणत्याही भरपाई शिवाय संपुष्टात आणू शकेल व त्याचे कोणतेही कारण देण्यास बांधील राहणार नाही.

S. No. 129/1 to 3C, Manjari (Bk), Tal. Haveli, Dist. Pune - 412 307, India.
Tel : +91-20-2694 8400 / 401 / 402 / 403 E-mail : info@kfbioplants.com
Website : www.kfbioplants.com

An ISO 9001:2015 Company

CIN : U01122MH1997PTC106620
EHRN : 31/14/3632/141216

171. Sonawane Revati M.

११. पाच दिवसापेक्षा जास्त काळ कोणत्याही पूर्वसूचनेशिवाय अथवा परवानगी शिवाय तुम्ही अनुपस्थितीत राहिल्यास आपला शिकाऊ कार्यकाळ पाचव्या दिवसापासून संपुष्टात आणण्यात येईल.
१२. तुमची वागणूक, शिस्त, वक्तशीरपणा, उपस्थिती, शिकाऊ कार्यकाळाचे आकलन समाधानकारक नसल्यास तुमचा शिकाऊ कार्यकाळ समाप्तीकाळापूर्वी संपुष्टात आणण्यात येईल.
१३. तमच्या यशस्वी व योग्य काळात संपविलेल्या प्रशिक्षणानंतर गरज नसल्यास व्यवस्थापन तुम्हाला नोकरी देण्यास बांधील राहणार नाही.
१४. शिकाऊ कार्यकाळात तुम्हाला प्राप्त झालेली व्यापारासंबंधी, नविन शोधासंबंधी, निर्मिती तंत्राबाबत, व्यवहारपध्दती बाबत, सहउदयोगीबाबत, त्यांतील अटीबाबत, ग्राहकांसंबंधी आणि पुरवठा माध्यमाबाबत माहिती तुम्ही सर्वकाळ गुप्त राखणे अपेक्षित आहे कंपनीने त्याच्या सहसंबंधी संस्थाशी ग्राहकांशी, तिसऱ्याच संबधीत उदयोगाशी केलेला करार आपोआपच तुम्हाला लागू होईल.

वरील सर्व अटी व नियम तुम्हाला मान्य असतील तर तुमची मान्यता सांगणारी या पत्राची एक प्रत आपल्या सहीसह कंपनीला परत पाठवावी.

तुमचे आमच्या संस्थेत स्वागत करण्यास आनंद वाटतो. आपला परस्पर सहयोग फायदेशीर ठरून तुमच्या भविष्यातील समाधानास कारणीभूत ठरावा अशी आम्हाला आशा वाटते.

प्रति : के.एफ. बायोप्लांट्स प्रायव्हेट लिमिटेड.


कल्पना गारडे
एच.आर.विभाग


मी Revati Manohar Sonawane यांनी वरील पत्र व्यवस्थित वाचलेले आहे. मला सर्व नियम व अटी कळलेल्या आहेत. मला वरील सर्व अटी व नियम मान्य आहेत.

माझ्या डेव्हे प्रमाणे मी तुमच्या मांजरी विभागात ----- दिवशी कंपनी कामाच्या वेळेत रुजू होईल.

नाव : -----

सही : 

172. Vadje Vivek



IPL /Offer Letter/ IMT /2498

11 February 2022

Mr. Vivek Vadje

North Solapur modi Khanna Solapur

Solapur - 413001, Maharashtra

Subject: Offer Letter

Dear Vivek Vadje,

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

Page 1 of 6

172. Vadje Vivek

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

172. Vadje Vivek

Annexure – I (Offered Compensation breakup)

Particulars	Designation
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
Total P.M.	₹22,745.00
Retiral Benefits	
P.F. (12% of Basic)	₹1,015.00
Gratuity (4.81% of Basic)*	₹407.00
Gross Salary p.m.	₹24,167.00
Gross Salary p.a.	₹290,000.00

*Gratuity will be payable as per Gratuity Act, 1972.

172. Vadje Vivek

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

172. Vadje Vivek

- 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

Page 5 of 6

172. Vadje Vivek

		(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

173. Megharaj Nikam



173. Megharaj Nikam



KEMIO SOLUTIONS
KEMIO SOLUTIONS PRIVATE LIMITED

Annexure

Name	Megharaj Muralidhar Nikam	
Designation	Jr. Research Associate	
Date and Day of Joining	11-11-2021	Thursday
FIXED COMPENSATION STRUCTURE (All Figures in INR)		
Components	Monthly	Annual
Basic Pay	10,708	128,500
Other Allowances	10,625	127,500
Gross Pay	21333	256,000
Total Contribution from Yaadvi Scientific Solutions		
Accident Cover		1,000
Fixed Cost to Company		257,000
	Variable Compensation	45,000
	Total Annual CTC	302,000



174. Pathan Nihal



Ref: OL/2022-23/508
13 July 2022

Nihal Arif Pathan
Shameerpet, Hyderabad, Telangana, India, (Shameerpet)

Dear Nihal Arif Pathan,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Research Chemist**” in “**Medicinal Chemistry**” department at “**Shameerpet, Hyderabad, Telangana, India, (Shameerpet)**” 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. 406000** (Four Lakh Six 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.

Sai Life Sciences Limited

174 . Pathan Nihal



- 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 **25 July 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 **Thulasi Gudavalli** on 7995111763 or mail to **thulasi.g@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

174. Pathan Nihal



ANNEXURE I

Name of the Associate	Nihal Arif Pathan
Designation, Department & Level	Research Chemist , Medicinal Chemistry & 1
CTC	406000

SALARY COMPUTATION		
Components	Per Annum	Per Month
A Monthly Components		
Basic	180000	15000
HRA	72000	6000
Children Education Allowance	2400	200
Bonus	54000	4500
Special Allowance	61000	5083
Total A	369400	30783
B Annual benefit		
Provident Fund	21600	1800
LTA	15000	
Grand Total	406000	

174. Pathan Nihal



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

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

Authorized Signatory

174. Pathan Nihal



Ref: OL/2022-23/508

Dear SRL Team,

Kindly conduct the pre-employment medical test for Mr.Nihal Arif Pathan 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
---------	---

HR Name: Thulasi Gudavalli
HR Email ID: thulasi.g@sailife.com

For Sai Life Sciences

Authorized Signatory

This is Computer generated Sheet and signature not required

175. Hule Devaraj



Ref: OL/2022-23/505
13 July 2022

Devaji Balaji Hule
Shameerpet, Hyderabad, Telangana, India, (Shameerpet)

Dear Devaji Balaji Hule,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Research Chemist**” in “**Medicinal Chemistry**” department at “**Shameerpet, Hyderabad, Telangana, India, (Shameerpet)**” 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. 406000** (Four Lakh Six 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.

Sai Life Sciences Limited

175. Hule Devaraj



- 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 **25 July 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 **Thulasi Gudavalli** on **7995111763** or mail to **thulasi.g@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.

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

Yours sincerely,
Rajesh Vinodrai Naik
Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

175. Hule Devaraj



ANNEXURE I

Name of the Associate	Devaji Balaji Hule
Designation, Department & Level	Research Chemist , Medicinal Chemistry & 1
CTC	406000

SALARY COMPUTATION		
Components	Per Annum	Per Month
A Monthly Components		
Basic	180000	15000
HRA	72000	6000
Children Education Allowance	2400	200
Bonus	54000	4500
Special Allowance	61000	5083
Total A	369400	30783
B Annual benefit		
Provident Fund	21600	1800
LTA	15000	
Grand Total	406000	

175. Hule Devaraj



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.
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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

A handwritten signature in black ink, appearing to read 'P. W. Naik'.

Authorized Signatory

175. Hule Devaraj



Ref: OL/2022-23/505
Dear SRL Team,

Kindly conduct the pre-employment medical test for Mr.Devaji Balaji Hule 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
------------	----	-----------------------	-----------

Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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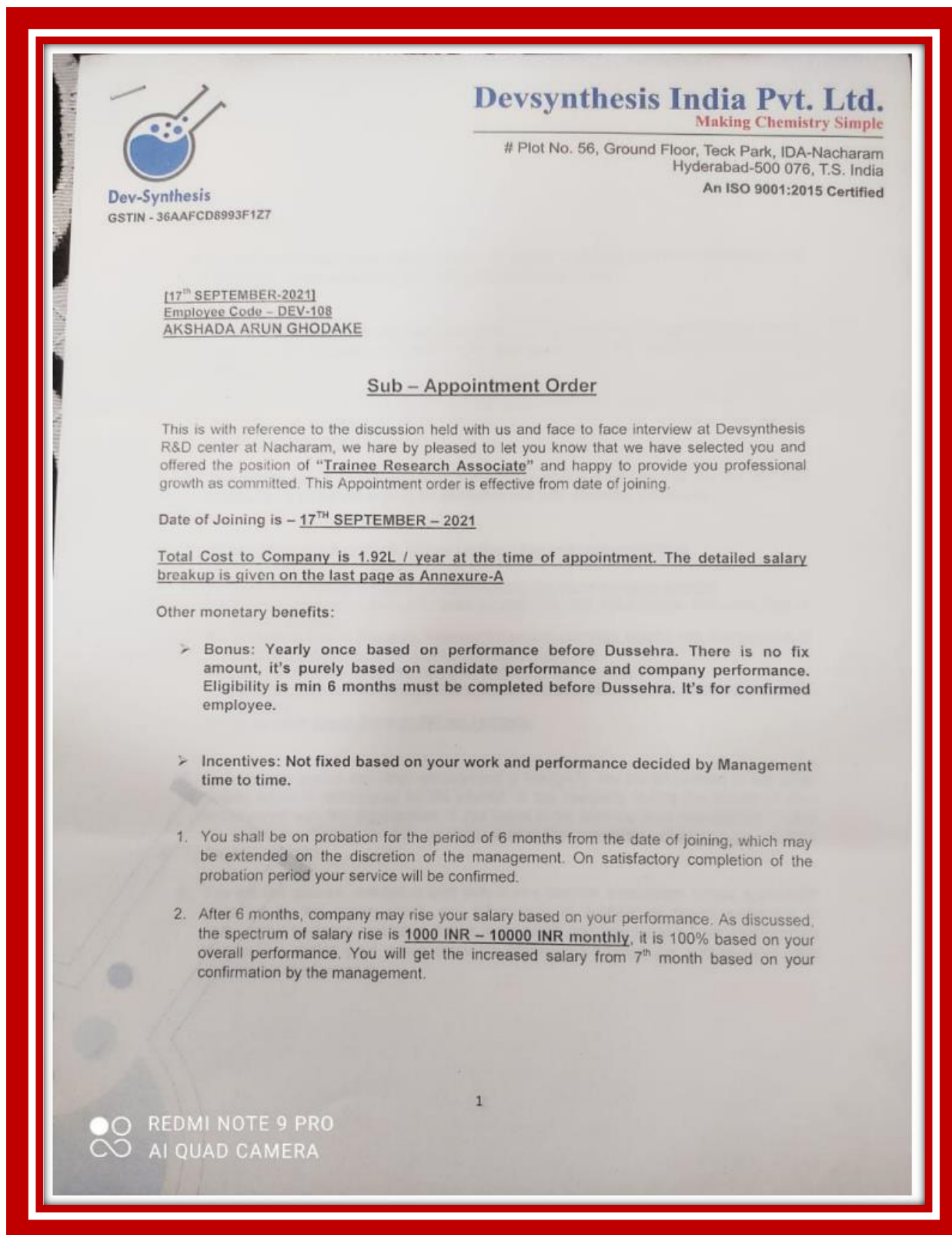
HR Name: Thulasi Gudavalli
HR Email ID: thulasi.g@sailife.com

For Sai Life Sciences

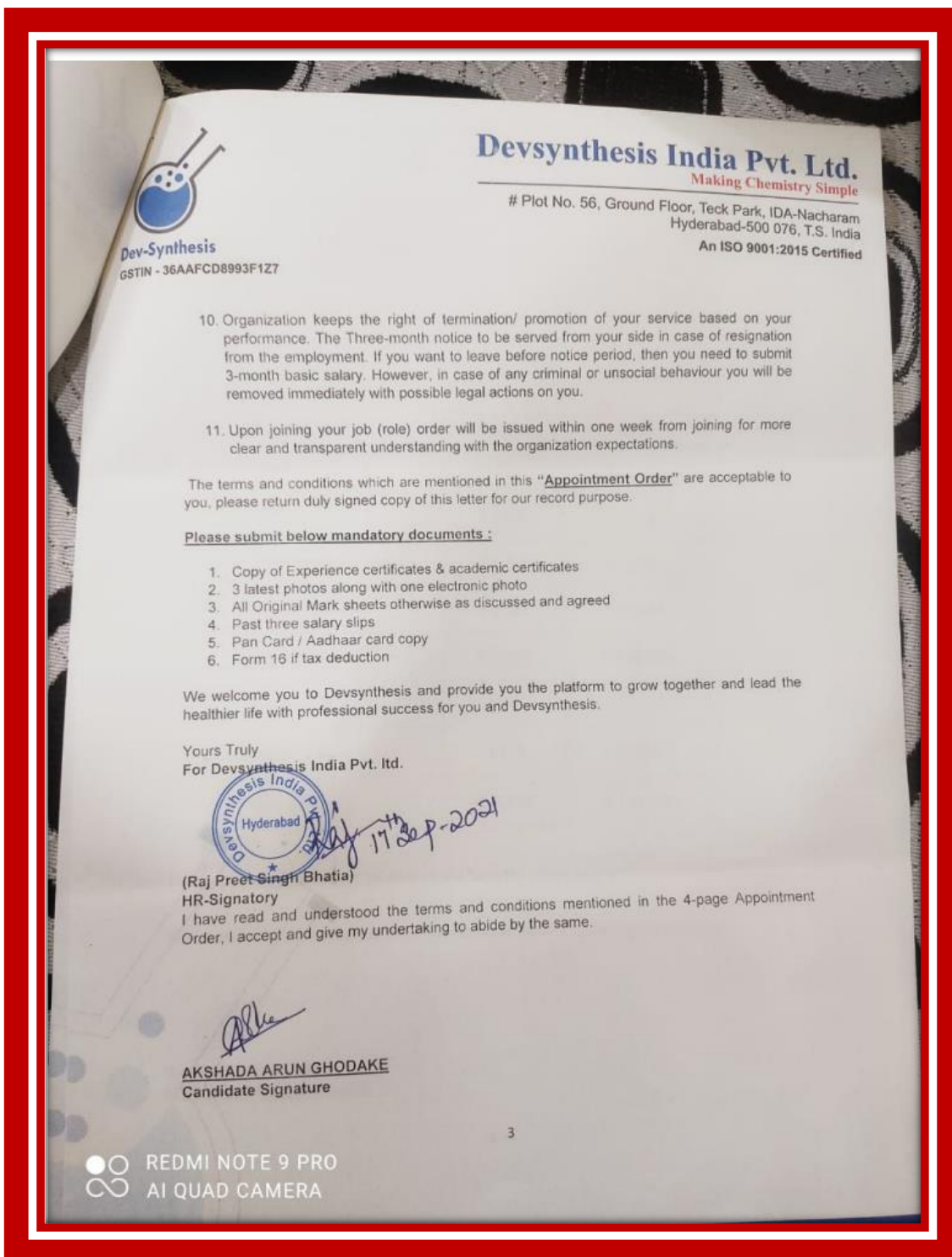
Authorized Signatory

****This is Computer generated Sheet and signature not required****

176. Akshada Ghodke



176. Akshada Ghodke



177. Dombale Akshay



Date: 26-Aug-2023

Offer of Employment

To,

Akshay Rajaram Dombale
Khutbav, Tal. Daund
Dist. Pune, Maharashtra- 412203.
e-mail: akshayd7373@gmail.com
M: +91-7387198686.

Dear Mr. Dombale,

With reference to your application and interview you had with us, we are pleased to appoint you with **SYNSMART RASAYAN RESEARCH PRIVATE LIMITED** ("Company"). This letter will set out the terms and condition of your employment.

- 1. Appointment:** The Company shall employ you ("Employee") and You shall serve the company as **Research Associate-Custom synthesis** upon the terms and condition herein contained.
- 2. Date of Joining:** Your date for joining the company is "**18-Sep-2023**"
- 3. Salary:** Your gross annual salary on the basis of Cost to the Company will be **Rs. 320,355.00** (Three lakh twenty thousand and three hundred & fifty five only) per annum, all inclusive of basic salary, allowances, prerequisites and retirement benefits. The details of the salary break up and conditions as attached in **Annexure-2** along with. You will be governed at all times by the policies, procedures and rules of the company related to salary, allowances, benefits and prerequisites which are specified in appointment letter (including annexure). Further, the company, at its sole discretion, may modify or changes such allowances, benefits and prerequisites from time to time in accordance with its policies.
- 4. Place/Transfer:** Your present place of work will be at Navi Mumbai, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the

SynSmart Rasayan Research Pvt. Ltd.

Registered Office:
13, Good Housekeeping CHS, Sector-2, Airoli, Navi Mumbai-400708,
Maharashtra, India. | CIN: U73100MH2014PTC256838

R&D:
2nd Floor, W-372, Cross Rd Number 5, Sector 8, MIDC Industrial Area, Rabale,
Navi Mumbai, Maharashtra- 400701, India.

✉ hr@synsmart.in

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☎ +91 8454099758,
+91 7977102542

177. Dombale Akshay



Company's Projects or any other establishment in India or outside without any additional remuneration, in the interest of the company without assigning any reasons.

R&D Address: 2nd Floor, R-633/ W-372, Cross Rd # 5, Sector-8, MIDC Industrial Area, Rabale, Navi Mumbai, Maharashtra 400701.

5. **Increments:** Your increments and future prospects in the company shall entirely depend on your performance, efficiency and effectiveness, handwork, regularity in attendance, sincerity, good conduct and such other factors as company may deem fit. Increment in no case shall be automatic and/or a matter of right.
6. **Confirmation:** You will on Probation for a period of **6 (six) months** and will be confirmed basis your performance during this period. If your performance is unsatisfactory during the probation period, either party can terminate your appointment by giving a **1 (one) month** notice. Once confirmed this appointment is terminable by either party upon giving 3 (three) months' notice by either side or the payment of 3 (three) month salary in lieu of this notice.
7. **Work schedule:** As per Company's current policy, you shall work on a 6-day work week (2nd and 4th Saturday are working). However, subject to exigencies of service, flexibility will be required according to the workload and Company's work practices and policies, as may be introduced from time to time. You are not eligible for overtime payment.
 - General Shift Hours: 9AM to 6PM (forty-eight hours in a week; After five hours of work interval of rest of at least half an hour).
 - First Shift Hours: 7AM to 4PM (forty-eight hours in a week; After five hours of work interval of rest of at least half an hour).
 - Second Shift Hours: 3PM to 12PM (forty-eight hours in a week; After five hours of work interval of rest of at least half an hour).
8. **Medical Fitness and Verification of Particulars:** Your appointment is subject to
 - a. You being found medically fit and continuing to remain fit thereafter as certified by a company approved doctor. The management has the right to get you medically examined by any certified medical practitioner during the period of your service, In case you are found medically unfit to continue the job, you will lose your lien on the job.

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- b. Satisfactory verification of your character, antecedents and testimonials. In case particulars mentioned in your application/ Curriculum Vitae/ resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Submission of dues clearance certificate and /Or relieving letter from your last employer.

9. Duties and responsibility: The Company will expect you to undertake chemistry custom synthesis activities as prescribed by Company from time to time and communicated to the Employee, on the terms and conditions herein contained. And as part of this Agreement, during your term of offering employment with Company, you will-

- Not carry on any business that has conflict of interest with Company You will devote your full office time and attention to your duties to promote the interests of the organization and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information.
- Not undertake any alternate either professionally or personally any part-time assignments, jobs, tasks or work that is in conflict of interest with the company and you will dedicate and devote your full-time efforts to the development of the company. Also you will not pursue any interests that could preclude you from giving your best attention, time and effort to the company. Abide by the applicable rules and regulations in force from time to time.
- Be working on the assignments according to the business needs of the company.
- Perform such services and conform to such directions and instructions as may be assigned to you by the company or by such officers who are placed to engage you to give appropriate directions. The management has the rights to allot you additional tasks within your department or any other departments based on skills and competencies you possess.
- Perform to the best of your abilities and your performance will be reviewed on a periodical basis as per Company norms.
- Be responsible for the safekeeping and return in good condition and order all Company property, which will be in your use, custody or charge.

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- Keep HR informed in writing of any change in your residential address, family status and other necessary information.
- Be expected to exercise your specialized expertise and judgment to provide the Company and / or its clients with high quality services.
- Be required to work at the site(s) of the Company and / or its clients in India and / or abroad, sometimes for extended periods of time.
- Be required to work on shift / staggered duty in case business warrants that. It is Management's prerogative to decide which consulting retainer will work on shift and Management's decision in this regard will be final.
- Not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.
- Be expected not to take any favors, gifts, and financial support from vendors, customers, employees, partners, and contractors, in short, anyone with whom you could potentially have a business transaction that could have a conflict of interest.
- Not disclose information pertaining to your salary structure and salary, and payment related details with other employees, clients, partners, contractors and such others.

10. Other terms and conditions

- **Limitation of liability** - Unless otherwise expressly agreed to herein, except in the case of death or injury to Employee of the Company, neither Party shall be liable to the other Party for any indirect, incidental or consequential loss, loss of profit, damage, expense or cost arising out of performance of its obligations under this Agreement.
- **Indemnity** - Employee shall indemnify Company and keep Company indemnified fully and without limit against all costs, claims, damages, expenses, fines, losses, liabilities and penalties including attorney's fees and expenses, and all other expenses accruing, incurred or suffered by Company directly or indirectly, arising on account of performance, statutory, other issues of commission, omission, negligence, fraud, misconduct.

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- **Non-Compete** - During the course of your providing services for the Company, you shall not accept any employment / retainer service / or enter into any service agreements of whatsoever nature from the Company's clients and / or customers and / or partners. Also, upon cessation of your service with the company, for a period of thirty-six months - you shall not solicit business of any nature, either directly or indirectly, for yourself, or for any other third party, from the Company's clients and / or customers and / or partners and / or Employees and / or contractors etc; further, you shall not recruit/entice any existing interns/partners/contractors, whether part-time or full-time, directly or in-directly from the company for a period of thirty-six months from the cessation of your service with the Company.
- **Termination:** You will automatically retire from the service of the company on attaining the superannuation age of 58 years. In the event of material breach of the Agreement by Employee, Company can terminate the Service of Employee with immediate effect. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of any act involving moral turpitude, any act of indiscipline or inefficiency.
- **Leave Entitlement:** Employee will be entitled for paid leave as per the rules laid down from time to time, only after confirmation of service. For other leave benefits refer **Annexure-1**.
- **Confidential Information:** Employee shall use the Confidential Information strictly in accordance with the terms as under:-
 - Employee agrees shall not use Confidential Information for any other purpose whatsoever.

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- Employee shall not modify or copy Confidential Information without the prior express written consent of the Company.
- Employee agrees, represents and warrants that any Confidential Information that he/she receives shall be protected at least, with the same degree of care and protection in strictest confidence as of its own and shall take all reasonable measures to protect it.
- Employee agrees not to disclose Confidential Information to any third party other than Affiliate on a need-to-know basis.
- Employee shall not modify, reverse engineer, de-compile, disassemble nor create other works from any Confidential Information.

If the terms and conditions of the appointment enumerated in this letter of appointment, including its annexure are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and return it to the company within one week of the date of this letter.

We look forward to your joining our team for long, successful and pleasant association.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Sachin Narkhede", is written over a horizontal line.

Sachin Narkhede, Ph.D
Founder and COO

I, _____ have read, understood and agreed the above terms and conditions of my Employment.

Signature with date

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177. Dombale Akshay



Annexure-1:

BENEFIT	DESCRIPTION OF BENEFITS	REMARKS
Casual Leave	8 working days per calendar year	Leave entitlement on full pay. The leave year runs from 1 January to 31 December of each year. Within the year of service, the unused earned leaves will not be get carried forward to the next year
Personal leave	18 Days per calendar year (Maximum Carry forward 45 days)	The timing and length of your holidays during any calendar year will be guided by the requirements and responsibilities of your business area and by the Company's policy.
Company Holidays	12 days per calendar year, depending on calendar	New Year Day, Republic Day, Dhulivandan, Gudhipadava, Maharashtra Din, Independence day, Rakshabandhan, Ganesh Chaturthi, Vijaya Dashami, Laxmipujan, Dipavali, Bhaubij
Mediclaime	All permanent members	INR 3 Lakhs per member & family.
Accidental Insurance	All permanent members	INR 10 Lakhs per member in the event of an unfortunate death. Covers any accident which may occur while on duty (internal or external) or while commuting from residence to office /factory and vis-a-versa
Health Check Ups	All permanent members	Prior to joining: All the newly selected members prior to joining would undergo medical check-up by the company approved doctor.

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		Post Joining: All confirmed members would undergo medical check-up once in a year as per the standard operating procedure for health and hygiene.
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177. Dombale Akshay



Annexure-2: Salary Composition Details

Fixed Components	Annual	Monthly
Basic Salary + DA	144,000	12,000
HRA	72,000	6,000
Special Allowance	12,000	1,000
Flexible benefit allowance	-	-
Bonus	15,000	1,250
Variable Pay	25,000	-
Sub-Total-A	268,000	20,250
PF Employer Contribution	23,400	1,950
Gratuity	6,955	580
ESI Employer contribution	-	-
Sub-Total-B (Retiral Benefit)	30,355	2,530
Company Mediclaim	20,000	-
Accidental Insurance	2,000	-
Sub-Total-C (Insurance)	22,000	-
Grand Total - CTC (A+B+C)	320,355	-

Note: * Variable pay to be paid (full) only after completion of a continuous twelve months in service.

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+91 8454099758,
+91 7977102542

178. Durgade Rushikesh

DR VMR LABS PRIVATE LTD

Partner In Future Medicine



Date: 22-Sep-2023
Hyderabad.

Mr. Dhurgude Rishikesh Sunil
Hyderabad, Telangana, India,
Mobile: 9196899248841
Email Id: rishidhurgude4545@gmail.com

JOB OFFER LETTER

Dear **Mr. Dhurgude Rishikesh Sunil**

It gives us great pleasure to extend to you an offer to join as a **Research chemist** in our organization - **DR VMR LABS PVT LTD**. We believe there is an excellent match between your skill and career opportunity available to you as a member of our organization.

As agreed, your total compensation as CTC shall be Rs 3,12,000.00 (Three Lakhs twelve thousand Rupees Only) per annum.

You will be given a formal appointment letter upon joining to the company, indicating the terms and conditions of the employment. Kindly respond to this offer at the earliest.

Looking forward to hearing from you.

Yours Faithfully

For **Dr VMR LABS PVT LTD**


(Vijaya Madhava Reddy, V)
Founder & CEO



Dr VMR LABS PRIVATE LTD Plot No-4; Block No- 35; Auto Nager, Hayath Nager, Hyderabad ; India ; Pin- 500070
E-mail: info@drvmrlabs.in ; Web: www.drvmrlabs.in ; Phone: +91- 40-35699160 ; Mobile: +91-9908166551

179. Babar Samadhan



Date: 21-08-2023

Dear Samadhan Haridas Babar,

Immunocure is delighted to offer you full-time position of Research Associate with an anticipated start date of 22nd Aug 2023.

As a Research Associate, you will be working with our synthetic chemistry team on various projects. You will report directly to Associate director, Chemistry.

The starting salary for this position is Rs. 2,70,000 (Two Lakhs Seventy Thousands Only) per annum. We will evaluate your performance after 3 months and upon successful result, salary will be increased from successive month to Rs. 3,00,000 (Three Lakhs Only) per annum. Payment is on a monthly basis by direct deposit, starting on 1st Oct 2023.

Apart from the salary, company will provide health insurance and shared accommodation.

Sincerely,

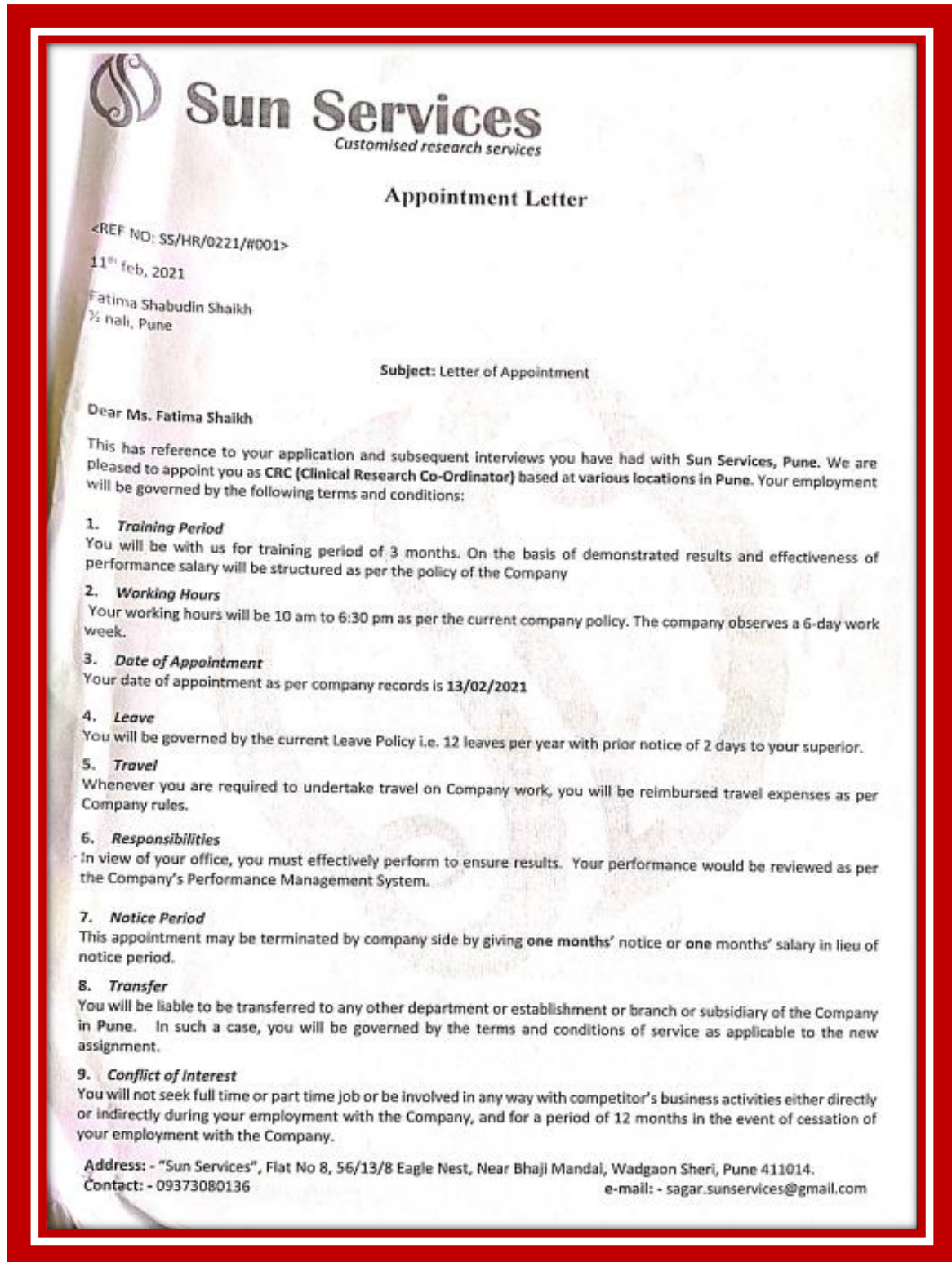
Nageswara Rao BDL
CEO

Candidate Signature: _____ Name: _____

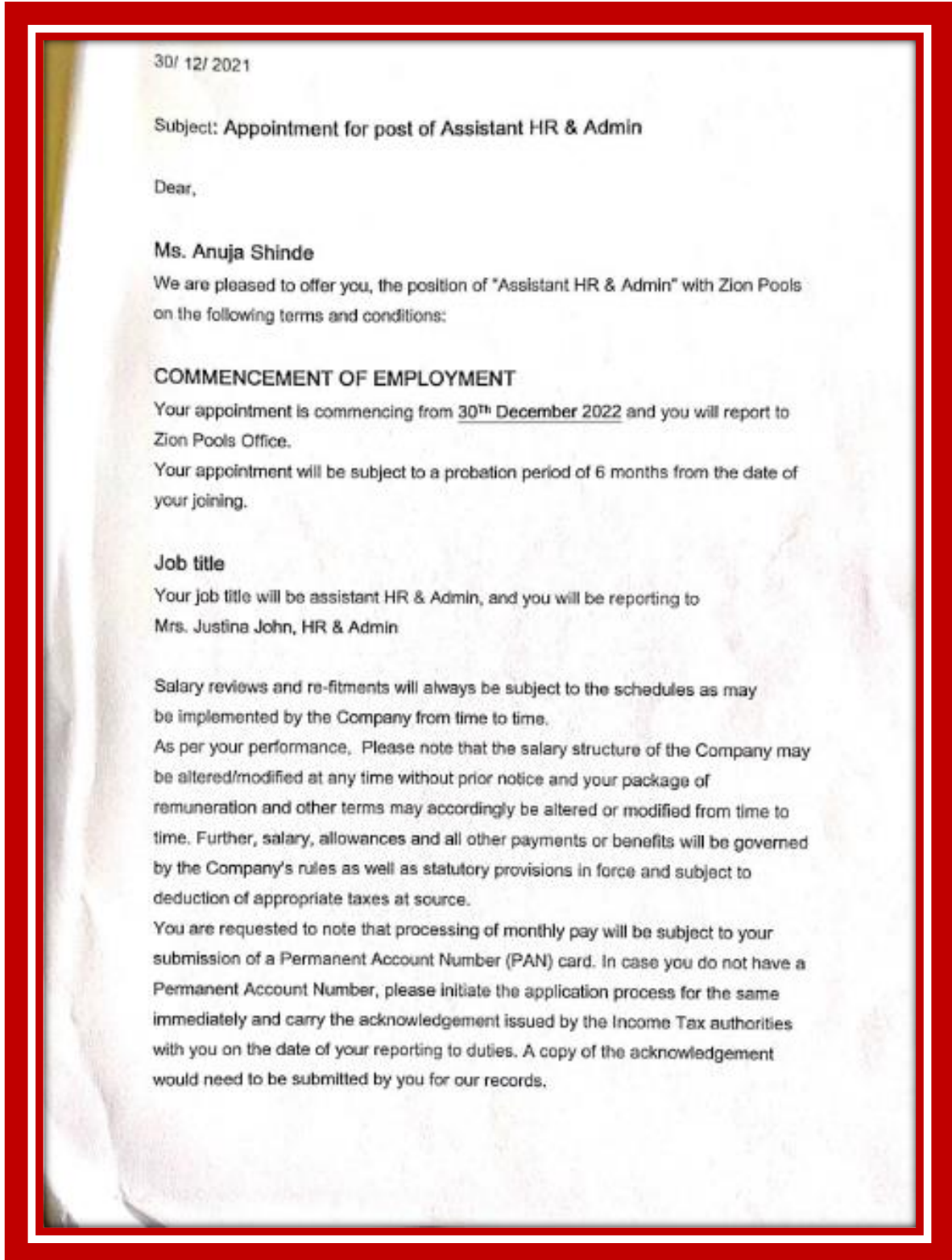
Immunocure Discovery Solutions Pvt Ltd
AAP Building, Opp BE, Genome Valley, Kolthur Road
Turkapally, Shamirpet, Hyderabad, Telangana, India

www.immunocure.us
info@immunocure.us
 /immunocureDS

180. Shaikh Fatima



181. Miss. Shinde Anuja



182. Bhondve Abhishek Ganesh

VISWA LABORATORIES PVT. LTD.

CIN NO. U74999PN2014PTC150978

Regd Office : FL No. - F/312, Daffodils Magarpatta City, 3rd Floor, Hadapsar, Pune - 411 028.
Factory : Plot No. :- D-35, M.I.D.C. Kurkumbh, Tal. Daund, Dist. Pune - 413 802 (Maharashtra)
Email id : vishnuhalnor@yahoo.co.in **Mobile No. :** 8600178144 / 9833305564

01st 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 Halnor)



183. Devare Somnath Sahdev

Microbiology Dept. Recruitment 2021-22


YASHASWI

NEEM Trainee Reg.No. : YAS111892
2021

Date :- 19-Feb-2021

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 : UB0903PN2014NPL151080

184. Gadvi Sanjivani Mahesh



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.

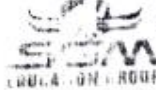
ADV. DR. ANNSAHEB D. CHAVAN AGALAM
FOUNDER CHAIRMAN

Ref.No.- SGMRH&RC /24 -22 /63DATE: 08/05/24

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.

Page 02 of 03

184. Gadvi Sanjivani Mahesh

**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/24 -28 / 63 DATE: 15/5/24

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

184. Gadvi Sanjivani Mahesh

रुजू अहवाल

संपूर्ण नाव : कु. संजिवनी महेश गाडवी
कायमचा पत्ता : महालक्ष्मी पार्क, म्हादुम कॉलनी (७ मजली), गडहिंग्लज
सध्याचा पत्ता : वरील प्रमाणे

संदर्भ - SQMRH & RC/21-22/64 दिनांक - 28/09/2021

प्रति,

मा. प्राचार्य/चेअरमन

संत गजानन महाराज रुग्ण पॉलिटेक्नीक,

महागांव.

महोदय,

उपरोक्त संदर्भिय पत्रानुसार मी कु. संजिवनी महेश गाडवी
आज दिनांक 26/09/2021 रोजी (मध्यानपूर्व/मध्यांतर) या अडिब्या वयाला
पदावर रुजू होत आहे. तसेच संस्थेच्या पदोन्नती आदेशातील अटी व शर्ती मला मान्य
आहेत.

कळावे.

आपला विश्वासू

Gadvi
(नाव व सही)

Sanjeevani M. Gadvi

विभागाप्रमुख / O.S.

प्राचार्य/चेअरमन
28/09/21

185. Kale Ashwini Balavant



Pune District Education Association, Pune

48/1 A, Erandavana, Paud Road, Pune- 411 038

Email :- honsecretary@pdeapune.org Web :- www.pdeapune.org

O.No:- PDEA/EST-8/App./2021-22/161-12

Date: 31 DEC 2021

Order of Appointment

Remarks
For Follow up Smt. Kharade V.S.
For Information
For Records

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.

186. Kamashetty Anjali Omkarnath



Pune District Education Association, Pune

48/1 A, Erandavana, Paud Road, Pune- 411 038

Email :- honsecretary@pdeapune.org Web :- www.pdeapune.org

O.No:- PDEA/EST-8/App./2021-22/ 161-13

Date: 31 DEC 2021

Order of Appointment

Remarks
For Follow up Smt. Kharade v.s.
For Information
For Records
Principal

To,
Smt Anjali Omnath Kamshetty
Sr.No.5, Sambhaji Chowk, Near R.K.
Industries, Keshavnagar, Mundhwa,
Pune- 411 036.

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 previous 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 from 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.

186. Kamashetty Anjali Omkarnath

JOINING REPORT

(For the employee who is Appointed / Transferred)

To,
The Hon. Secretary,
Pune District Education Association, Pune
48/1A, Erandawana, Paud Road, Pune-411033.

Sir,
With reference to your order No. PDEA/EST-8/APP/2021-22/161-13 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 28
(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 Kamashetty Your's Faithfully,
Full Name: Anjali Omkarnath (UID No. _____) Anjali
Address: Sr. No. 5, Sambhaji Chawk, (Signature of Employee)
Keshavanagar, Mundhwa Pune 36
(For office use)

Submitted through the
Head Master/Principal, _____

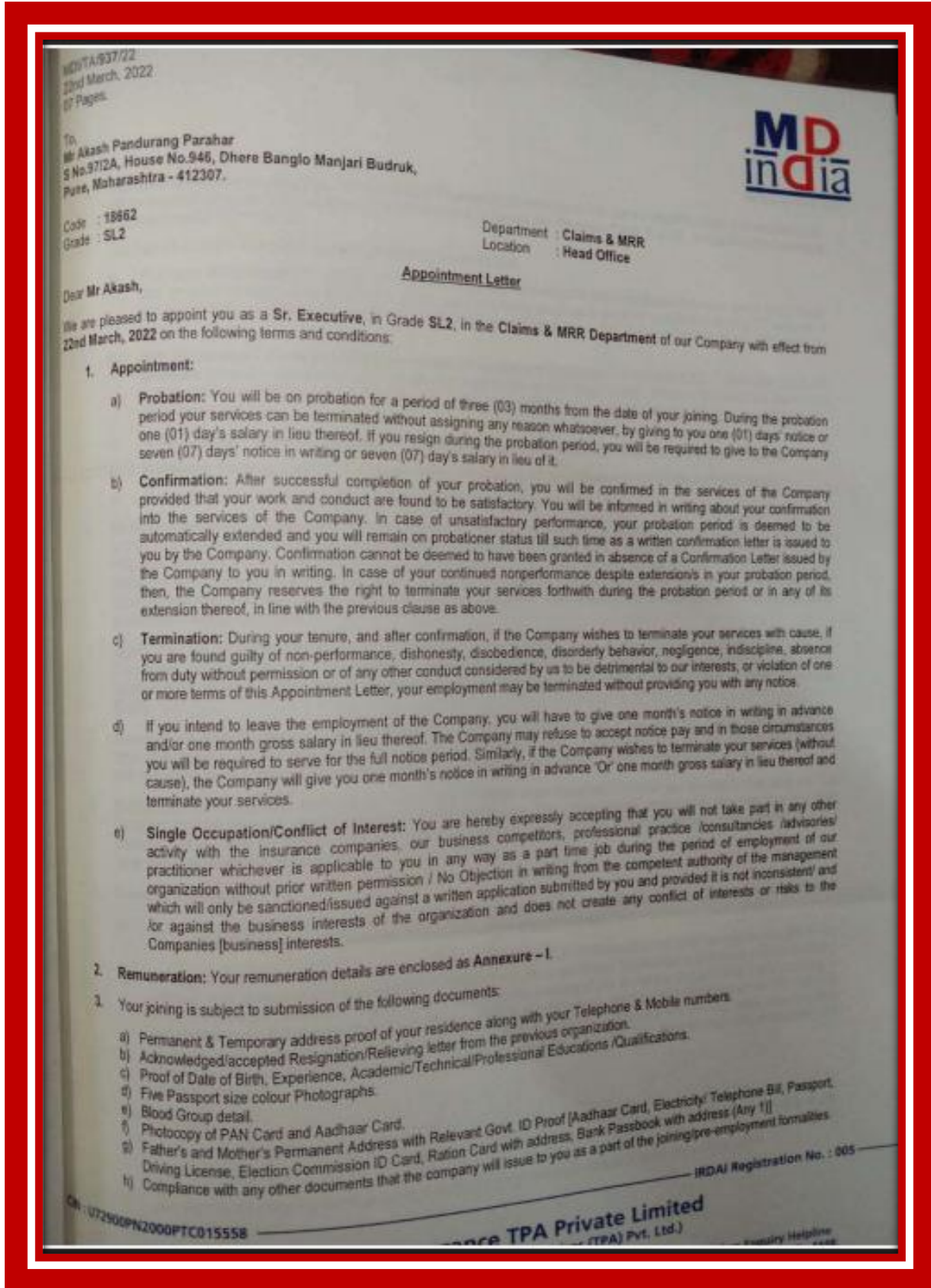
It is reported that Shri./Smt. _____

Qualification _____ has joined his / her duties as _____
(Designation)
in this Institute on _____ before / after / during the office hours.
(Date)

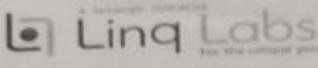
Outward No. _____ Your's Faithfully,
Date :- _____

Principal / Headmaster

187. Parhar Akash Pandurang



188. Patane Poonam Pundalik

 Linq Labs For the complete year	LINQ LAB/FORM/HR/CA/CO/01/18 Effective Date: 23 rd September 2021
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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.

Page 1 of 2

188. Patane Poonam Pundalik

	LINQ LAB/FORM/HR/CA/CO/01/18
	Effective Date: 23 rd September 2021

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

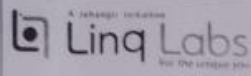
Private
Authorized Signatory

³
Poonam
Accepted By

Name Poonam Pundlik
Patane.

Page 2 of 2

189. Patil Ashwini Suresh

	LINQ LAB/FORM/HR/CA/CO/01/18
	Effective Date: 10 th May 2022

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

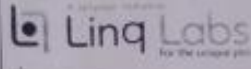
Mr. /Ms. Ashwini Suresh Patil appointed as "**Research Technician**" for **Microbiology Project** who agrees to be bound by all clauses of this Agreement. The appointee should submit all certificates for examinations passed at the time of joining the duty

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.

Page 1 of 2

189. Patil Ashwini Suresh

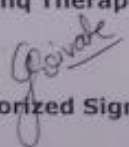
 Linq Labs for the unique job	LINQ-LAB/FORM/HR/CA/CO/01/18 Effective Date: 10 th May 2022
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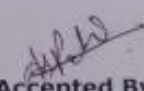
4. CONFIDENTIALITY
The Technique specialist shall not disclose to any third party any details regarding the Client's business, including, without limitation any information regarding any of the Client's customer information, business plans, or price points (the "Confidential Information"),
ii) make copies 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

Authorized Signatory


Accepted By
Name Ashwini Suresh

Page 2 of 2

190. Shinde Ashwini Dilip



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

190. Shinde Ashwini Dilip

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 7th 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

190. Shinde Ashwini Dilip

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.**SM

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: _____

190. Shinde Ashwini Dilip

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

8 passport size photographs

Relieving letter / Experience letter for your immediate last employment (in case 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'

Canceled 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.



190. Shinde Ashwini Dilip

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/outsiders 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 certain 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.

190. Shinde Ashwini Dilip

4. INTELLECTUAL PROPERTY RIGHTS

You shall disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made therein, 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

190. Shinde Ashwini Dilip

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 8 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 then 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

190. Shinde Ashwini Dilip

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.

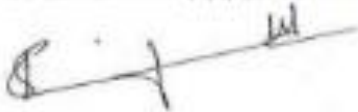
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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/preval.

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.



190. Shinde Ashwini Dilip

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:

191. Kale Shrihari Bhimrao

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



191. Kale Shrihari Bhimrao

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.



Signature of the
Employer with seal

A handwritten signature of the apprentice is written in black ink on a white background.

Signature of Apprentice

Signature of Guardian

191. Kale Shrihari Bhimrao

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)

191. Kale Shrihari Bhimrao

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

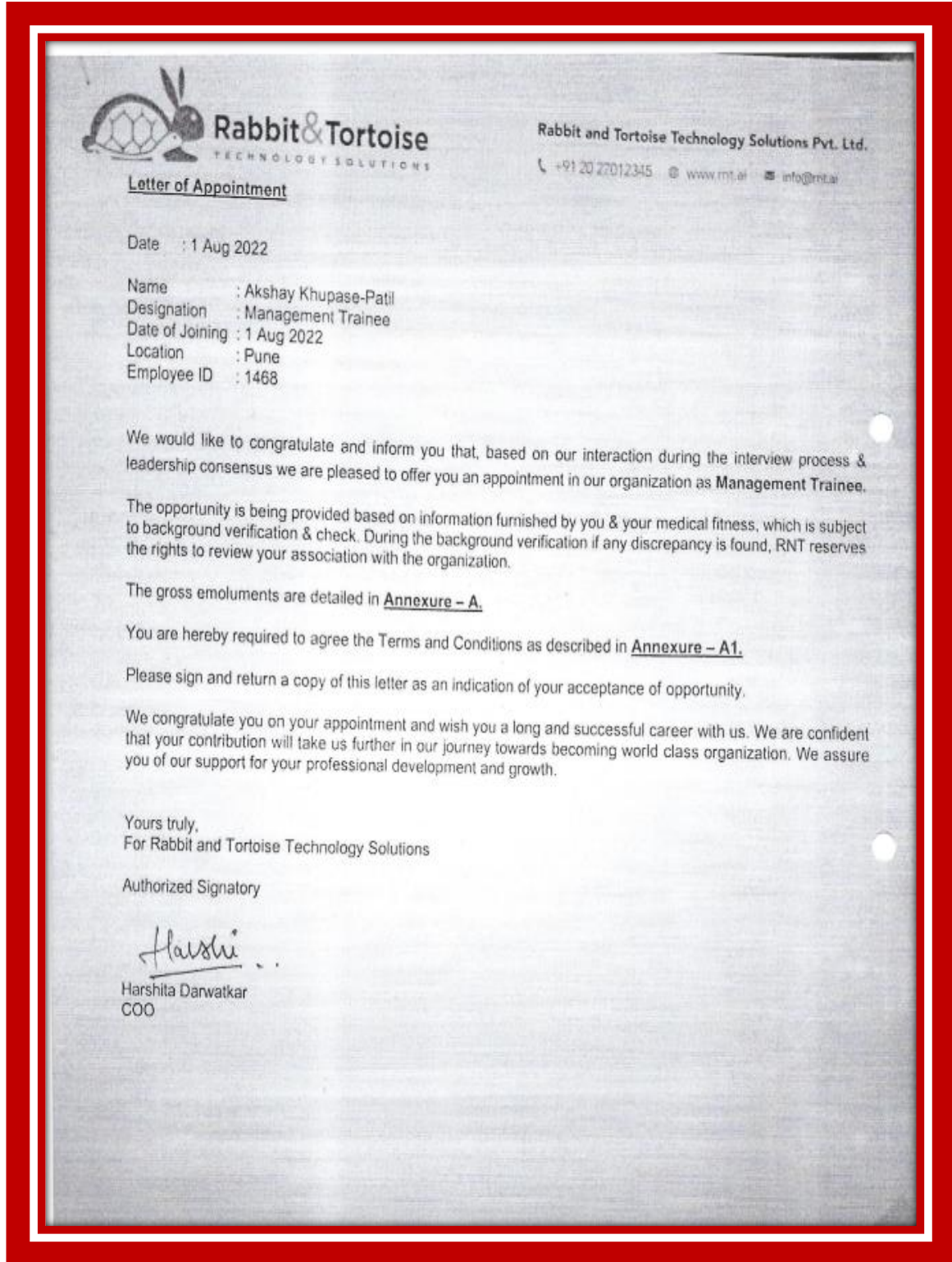
1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains 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.

191. Kale Shrihari Bhimrao

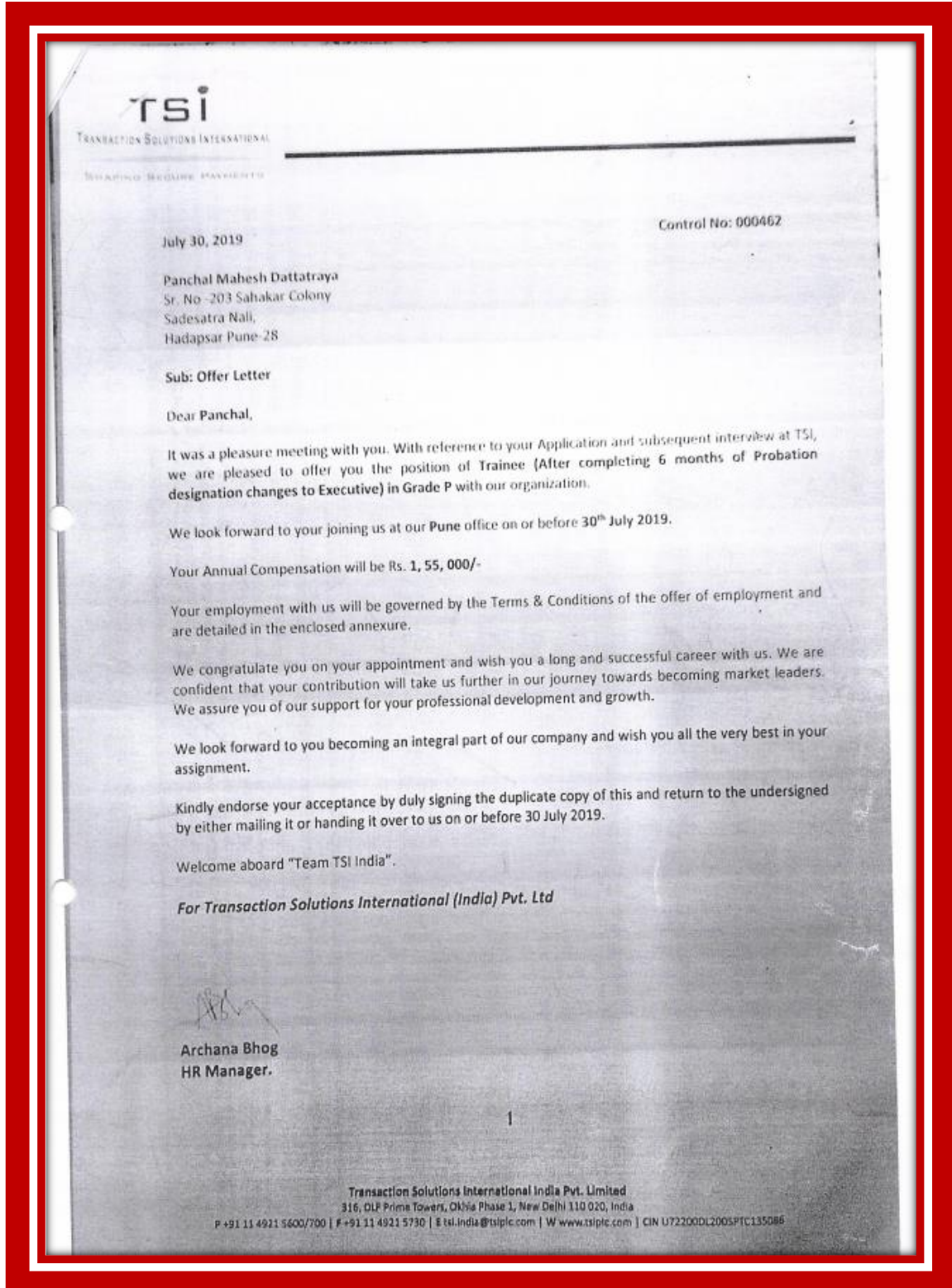
Annexure -2 | Covenants and conditions specific to NAPs scheme

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.

192. Khupasepatil Akshay Nanasaheb



193. Panchal Mahesh Dattatray



193. Panchal Mahesh Dattatray

Annexure 1

Panchal Mahesh Dattatraya		
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
Gross Salary	155000	12917

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

194. Kale Ashitosh Suryankat

B.G. SHIRKE
CONSTRUCTION TECHNOLOGY PVT. LTD. **SHIRKE®**

Regd. Office & Factory : 7/75, MIDC Area, Pune-411 004
Tel.: (020) 2678100, Fax: (020) 2671812 E-mail: info@shirke.co.in
Website: www.shirkegroup.com CIN : U45201TN1994PTC001294

Date: 01/07/2024

To,
MR. ASHITOSH SURYANKAT KALE
S/O/PT. Suresh Park,
Khadpada, Hadapsar,
Pune-411 024

Dear ASHITOSH,

With reference to your application for recruitment and the subsequent interview you had with our management is pleased to appoint you as "MR. ASSISTANT - III", on the following terms and conditions:

1. Your CTC is attached (Annexure - 2)
2. Your appointment commences from the date of your joining dates i.e. 01/06/2024
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. Your work performance letter is copied 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 (not) or without giving any reasons stated by the Management.
4. During the period of probation, you will not be entitled to avail of any leave, if however we confirm on you will be entitled to have the full benefits according to prevailing norms of the company.
5. After confirmation and in the event of your leaving our employment, or when the Company desires to terminate your services for any reason whatsoever, the same can be done by giving you a month's clear notice in writing or solely in few days' notice in the written form of decision to set off a translated letter against the notice period shall be entirely at the discretion of the Management. However no such notice will be required to be given to you your services are terminated for any reason but your failure to comply with this clause shall stand as notice of your leave before leaving and discontinue 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 in 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 on the basis of the stipulated daily work timings. You should note the duty shifts and furnish assignment to the Supervisor before the beginning of daily work before you leave work place.
9. Your services are transferable by a notice of 30 days to any project/Division, section, branch office, work site etc. of the company or its subsidiary or 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 working.
10. You will carry out such duties and responsibilities during work hours as shall be assigned to you from time to time by your supervisor.


Page 1 of 2

194. Kale Ashitosh Suryankat

SHIRKE

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 you will 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 at 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 disease 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 Employee Compensation (Amendment) Act 2017.
16. You shall retire from the services of the company on attaining the age of 50 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 as present in force, which have been explained to you and also to the modified service conditions as and when they are brought into 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

194. Kale Ashitosh Suryankat

SHIRKE®

31/05/2021


Name : Mr. ASHUTOSH SURYANKAT KALE
Designation : SR. ASSISTANT - HR
Department / Site : H.R.D. (25)
Grade : SS-2
Joining Date : 01/06/2021

CTC Structure Annex - I

A. Monthly		Amt. in Rs. PM.
Basic		6280
HRA		1884
Personal Pay		6536
Education		200
Medical		200
Total(A)		15700
B. Yearly		
Bonus / Ex-Gratia pm		1400
Total(B)		1400
C. Retirais :		
PF @12% of Basic		754
Gratuity (As Per Law)		302
Total(C)		1056
Total A + B + C		18156

- 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.
- Gratuity and PF, are as per the Government Rules.
- 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 with, modify or change the CTC structure, if required.
Thanking you.

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

Prashant Ambulgekar
Vice President - HR.

194. Kale Ashitosh Suryankat

SHIRKE®

07.09.2021

Mr. Ashutosh Suryankat Kale
HR Dept; H.O. (26)
Employee No. 15809

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

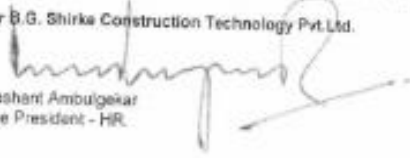
A. Monthly	Amount Rs./PM.
Basic	7,120
HRA	2,136
Personal Pay	8,244
Educational Allowance	200
Medical Reimbursement	800
Total (A) :	18,500
B. Sodexo Coupons	Total (B) : 0
C. Yearly	
Bonus / Ex-Gratia pm.	1,400
Total (C) :	1,400
D. Retirals :	
PF @ 12% of Basic	854
Gratuity (As Per Law)	342
Total (D) :	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.

195. Patil Sumaya Suryakant

801093

Rajarambapu Institute of Technology
DIPLOMA WING (Science Dept.) (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. Sumaya Suryakant Patil,
A.P. Kurlap, Tal. Walwa,
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.



Dr. Mrs. S. S. Kulkarni
Director

Cc to: 1) Personal File
2) Salary Section
3) H.O.D. : Diploma Science and Humanities Department
4) Triage Office
5) Computer Center

Rajaramnagar, Islampur, Dist. Sangli, Maharashtra 415 414, India. Cell : 09970700700
Tel. : +91 2342 220329, 221006. Fax: +91 2342 220989. E-mail : director@nitindia.edu

196. Kalange Sagar P

QUESS

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 to 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 Coterminous 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.**


Quess Confidential
Page 1

Offer No : QS2530647

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

196. Kalange Sagar P





Tej Hans Raj Singh
COO Staffing

I hereby accept the above mentioned terms and conditions.
Name: _____ Signature: _____ Date: _____

Quest Confidential
Page 2

Offer No : QS2530647

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

196. Kalange Sagar P

QUESS

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

196. Kalange Sagar P

QUESS

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

Quess Confidential
Page 4

Offer No : QS2530647

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

196. Kalange Sagar P

QUESS

DISCLAIMER

To whomsoever it may Concern

I,SAGAR PRAKASH KALANGE , Offer ID QS2530647, hereby given 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, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:


Associate Signature:

Quess Confidential
Page 5

Offer No : QS2530647

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

197. Gupta sonal

 **AMANORA
SCHOOL**

Amanora Park Town, No. 194,
Village Sade Satora Nali,
Mansarovar 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, He/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 Head



198. Dinde Prashant Digambar


VISION
GLOBAL SERVICES PVT.LTD.

Date – 14-06-2021

To,
Mr. Prashant Dinde
Mankai Nagar, Awbahwadi,
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 14th 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.


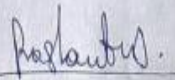
We welcome you and wish you a long successful career with us.

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: 



Dinde Prashant Digambar

Priyanka Rohidas



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

200 . Paygude Gaurav Santosh



Insurance | Risk Management | Consulting

Date: 04-Mar-2022

Mr. / Ms. Gaurav Paygude

Dear Gaurav ,

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

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **11-Mar-2022**.

2. Salary

Your compensation will be **Rs. 2,44,642/- (Rupees Two Lakhs Forty Four Thousand Six Hundred and Forty Two Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8846**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspac IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amnuthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI-5010 - ("Registered with Limited Liability")

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

200. Paygude Gaurav Santosh



9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

200. Paygude Gaurav Santosh



13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement/Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP

Thulasi R
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

200. Paygude Gaurav Santosh



Annexure – I

Emoluments A	Per Annum	Per Month
Basic	168733	14061
House Rent Allowances	18000	1500
Statutory Pay	14173	1181
Employer's Contribution to Provident Fund	20248	1687
Fixed Emolument	221154	18430
Performance Based Incentive**	8846	737
Emoluments Total (A)	230000	19167
Benefits B		
Employer's contribution to ESI	6530	
Gratuity***	8112	
Benefits Total (B)	14642	
Cost To Company (CTC): Total (A+B)	244642	
Deductions		
Employer's Contribution to Provident Fund		1687
Employee's Contribution to Provident Fund		1687
Employee's Contribution to ESI		126
Professional Tax		200
Net pay		14729

In additional to above compensation:

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

This appointment letter is subject to clearance of Background Verification Check.

Name: _____

Place: **Pune**

Signature: _____

Date: _____

200. Paygude Gaurav Santosh



Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclaime Insurance	Applicable Only if you don't fall under ESI Bracket. Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____

200 . Paygude Gaurav Santosh



ANNEXURE – III
DECLARATION CUM UNDERTAKING

I. I, Mr/Ms. **Gaurav Paygude** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as "Company") for the position of **Process Associate**. As a part of my employment with the Company, I'm given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- a. The laptop issued is solely for official purpose.
- b. I shall acknowledge the receipt of the laptop via email to gsc_recruitment_pune@ajg.com
- c. I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- d. I shall not disclose the system password to anyone.
- e. I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- f. I shall not share Company's proprietary/ confidential information with anyone.
- g. I shall not misuse the Internet access facility granted to me.
- h. I shall not to do personal work on the office computer / system.
- i. I shall take print out of mails and/or documents only when absolutely necessary.
- j. I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department's consensus.
- k. I shall not use personal systems / laptops unless expressly allowed in writing by IT department.

II. I understand that:

- a. The Company's IT and other assets provided to me shall always remain the property of the Company and not of any individual.
- b. The In-house developed software and data is the Company's exclusive property and shall not be used for any external purpose under any circumstances.
- c. The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking, as it deems appropriate from time to time in its sole and absolute discretion.
- d. It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company's [specific department or personnel if any] upon termination of my employment with the Company.

III. I fully agree and accept that it is my personal responsibility to adhere to the Company's IT. policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company's system I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.

IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incure as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.

200. Paygude Gaurav Santosh



V. I accept and agree that this declaration cum undertaking is a part of my employment agreement with the Company or offer letter issued by the Company to me and shall be read and understood in conjunction with the same.

Date:

Name:

Signature:

201. Hajari Rohan

Regd Off
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit
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EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



08-April-2022
Rohan Chandrasingh Hajari
rohanhajari000@gmail.com
Manik Bahirat chawl, Survey no 165
Near sadhana school, Malwadi
Hadapsar, Pune - 411028

Dear Rohan,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst II** in our **Investment Risk & Analytics Services** Department within the **Business Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. - SEZ, Pune - 411 014 ("Northern") and Rohan Chandrasingh Hajari of Manik Bahirat chawl, Survey no 165, Near sadhana school, Malwadi, Hadapsar, Pune - 411028.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;

Page # 1
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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- (g) your agreement to and achieving and maintaining a suitable standard for compliance purposes (see below), including agreeing to comply with all applicable policies, procedures and guidance, and completion of mandatory training in appropriate timescales. Your role is subject to the achievement and maintenance of an appropriate level of competence, as required by your current role at any point in time;
- (h) you being free to take up and carry out the role offered to you and you not being in breach of or breaching any express or implied terms of any contract, court order or of any other obligation legally binding upon you by virtue of accepting this Employment Agreement;
- (i) you having declared any action taken against you by a regulatory or professional body;
- (j) you having lawful authority to work in India and producing satisfactory evidence to this effect. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commence);
- (k) you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; and
- (l) you providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers.

During your employment, Northern may conduct periodic background checks (including criminal records checks). It is a condition of your employment that you consent to provide the personal information required to conduct such checks when requested to do so. By accepting this Employment Agreement, you understand and agree that failure or refusal to consent and/or provide the required personal information will constitute a serious breach of this Employment Agreement which will be cause for initiating disciplinary action, including but not limited to termination of employment.

All of the above must be to the satisfaction of Northern. This appointment is on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience and criminal records. In the event it is discovered, at any stage, that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld / suppressed by you, it shall constitute breach of discipline and your services will be liable to be terminated. In addition, if the conditions stated above are not fulfilled to the satisfaction of Northern, then your appointment will be deemed void and your services with Northern terminated.

Page # 2
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST144843678.1

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This appointment is on the confirmation from you that you can perform the duties of the position for which you are being hired without violating any obligations that you might have to any other person or company.

2. Commencement Date

You, Rohan Chandrasingh Hajari, are employed by Northern as Analyst II in our Investment Risk & Analytics Services Department with effect from **16-May-2022**. You are requested to bring with you, when you first report for work, either a valid passport and employment visa (where relevant) or other valid evidence of the right to work in India. If this is problematic, please contact the Human Resources Department to discuss.

On your first day of employment with Northern you should report to Reception at **8.30 a.m.** at:

Pune

Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune,
Maharashtra, India - 411 014.

Landmarks which will help guide you to this location are:

- Next to Gera Emerald City (South)
- Behind EON Free Zone 1

3. Probation

The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern will be considered to have been successfully completed after six months or you will be advised in writing, if Northern decides to extend your probationary period. During your probationary period, either the company or you may terminate this agreement by giving in writing to the other party, seven days' notice, and the same notice requirement would apply to you should you resign during the probationary period. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of **60 days** prior to termination of your employment. In either case, Northern reserves the right to pay you in lieu of notice.

Page # 3
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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4. Job Title

You are employed as **Analyst II** in our **Investment Risk & Analytics Services Department**. You have been informed about your reporting line Manager by the hiring panel. Northern reserves the right to amend your reporting line to any person so appointed to act with such authority.

You shall faithfully and diligently perform the duties and exercise the powers which from time to time may be assigned to you by Northern together with such person or persons as Northern may appoint to act jointly with you. You shall serve Northern in this capacity to the best of your ability or in such other capacity as Northern may from time to time determine.

You and Northern agree that the nature of Northern's business demands flexibility and that reallocation of duties, power and other responsibilities from time to time is a natural part of – and a precondition for – the employment relationship between you and Northern. This may involve a change in your job title and reporting relationship.

You shall perform such duties, discharge such responsibilities and exercise such powers, authorities and discretions in relation to Northern as from time to time may be delegated to you on such terms and conditions and subject to such restrictions as may from time to time apply. Northern may at any time require you to cease performing or exercising any particular power, authority or discretion delegated to you.

You shall at all times keep Northern promptly and fully informed (in writing if requested) of the business of Northern and of any information which may adversely affect Northern or its business.

5. Duties and Responsibilities

Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. You may be required to undertake other duties from time to time as Northern may reasonably require.

You shall devote the whole of your time unless prevented by ill-health or accident or otherwise directed by Northern (including during any period of suspension or exclusion as detailed under sections 17 and 19) to your duties under this Employment Agreement. You must serve Northern honestly and faithfully. You may not, without the prior written consent of your manager, be employed or otherwise engaged in any other business, trade or profession either directly or indirectly in any capacity whatsoever. You must also not engage in other business activity, whether paid or unpaid which may conflict with your duties as an employee of Northern.

Page # 4
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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**NORTHERN
TRUST**

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6. Associated Company

You acknowledge and agree that Northern may at times require you to work for any Associated Company and to carry out its duties or responsibilities for any Associated Company which include its subsidiaries, affiliates or its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern.

For the purposes of this Employment Agreement, an "Associated Company" is any company which for the time being is:

- (a) a holding company of Northern; or
- (b) a subsidiary of any such holding company or Northern; or
- (c) a company over which Northern or any holding company has control.

By working for any Associated Company, and/or by carrying out duties or responsibilities as mentioned in the above paragraph, you do not become an employee, or agent, or contractor of such Associated Company, including its subsidiaries, affiliates, customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern. For all purposes, you shall remain an employee of Northern and shall share an employer-employee relationship with Northern.

Northern further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Northern or as part of any restructuring or amalgamation or such other plan implemented by Northern or by which Northern is bound, on such terms and conditions as applicable to such a plan.

7. Location

You shall work at Northern's offices based at **Pune** or such other place of business of Northern or any Associated Company as may be directed by management from time to time.

You may be required to work at any other location, as may be directed by Northern from time to time. In normal circumstances you will not be required to work outside of India, however, business requirements may necessitate short term visits outside of India.

8. Compliance with Applicable Law

You agree to comply with all applicable laws, regulations, governmental orders of India and rules governing the business or businesses in which Northern operates including, but not limited to, other jurisdictions where relevant laws may apply from time to time that relate to your employment by Northern.

Page # 5
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST144843678.1

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9. Salary

Your Annual Fixed Pay will be ₹ 368,142, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in **Annexure I**.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be liable to provide you with any benefit of the same or similar kind or to pay any compensation in lieu of such benefit. Please refer to the Northern Trust India Employee Handbook for further information.



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11. Retirals

You will be eligible to participate in the Provident Fund and Gratuity Scheme, subject to the terms and conditions of the Fund and Scheme from time to time in force as prescribed under law. You will be provided with the details and terms and conditions at the time of your joining. Subject to applicable law, Northern reserves the right to terminate or substitute another fund and scheme.

12. Hours

Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Your initial login time will be 13.30 IST. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered.

Work patterns vary and you may be required to work outside of these normal working hours should the needs of the business make it necessary. The position will, from time to time, require work on additional hours. You will be compensated for such hours worked according to Northern's overtime policy if you are an overtime eligible partner.

Where required by Northern, you must accurately record your start and finishing times, and also the hours which you work each day.

13. Leave

(a) **Annual leave**

Northern's holiday year runs from 1st January to 31st December. Your Annual Leave entitlement of 22 days must be taken during the appropriate holiday year.

You are entitled to payment in lieu of any accrued but unutilised annual leave and termination of employment. If you have exceeded your leave entitlement and leaving Northern, a deduction will be needed from your salary in consultation with you.

(b) **Sick and casual leave**

12 days of sick leave and casual leave (together) for sickness, accident or situations of emergency.

Page # 7
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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(c) **Public / National Holidays**

Northern recognises 10 days of national and local Public holidays. Details are contained in the Northern Trust India Employee Handbook and as currently in place and amended by Northern from time to time.

Further details about holidays and leave entitlement are contained in the Northern Trust India Employee Handbook. Details of authorised leave other than leave entitlement will also be found in the Northern Trust India Employee Handbook.

14. Expenses

Northern will reimburse you for all reasonable business expenses properly incurred by you in the course of the performance of your duties. Any reimbursement is conditional upon the presentation of expense statements, receipts or other supporting documentation that Northern may reasonably require. A request for an expense reimbursement may be denied if it is not accompanied by the required documentation.

You agree that expenses drawn on Northern's credit card (which may be available for your use), which you have not accounted for in accordance with Northern's expense reporting policy within one month of the due date of the credit card company's invoice, may be set off by Northern against your net salary.

15. Travel

You may be required by Northern to travel from time to time in order to perform the duties of your position, without any additional remuneration.

16. Notice and Termination

Following the successful completion of your probationary period, the length of notice to terminate your employment which you are obliged to give to Northern, or Northern is obliged to give to you, will be 60 Days.

Northern reserves the right to make a payment of salary in lieu of notice. For the avoidance of doubt, a payment in lieu shall not include any element in respect of insured benefits (e.g. health, life and travel) or holiday entitlement which may otherwise have accrued during the period in respect of which the payment in lieu is made.

During any period of notice of termination, whether given by Northern or you, Northern shall be under no obligation to assign any duties to you or to provide any work and shall be entitled to exclude you from its premises and prevent your contacting any member of Northern's staff, clients or suppliers, provided that this shall not affect your entitlement to receive your normal contractual payments. For the avoidance of doubt, during any such period, you may not

Page # 8
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Regd Off
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sanjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089



SEZ Unit
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undertake work of any nature on behalf of or for the benefit of any third party and you remain obliged to comply with your confidentiality obligations.

If you have resigned from employment, Northern may, at its sole discretion waive all or part of the notice, or allow you to pay in lieu of the notice period (or any remaining part of the notice period). Any resignation would have to be accepted by Northern to become effective. However, in case any disciplinary proceedings are either contemplated or pending against you or if there are certain business exigencies, Northern will have the right not to accept your resignation. Once accepted, the resignation cannot be withdrawn without express consent of Northern.

Subject to earlier termination of this engagement, you shall retire on the last day of the month in which you complete the age of 60 years as per the organization's record.

Nothing in this Employment Agreement shall prevent the giving of a lesser period of notice by either Party where it is mutually agreed.

If you are prevented, at any time, by ill-health or accident or any physical or mental disability from performing your duties hereunder, you shall inform Northern and supply it with such details as may be required, and if you are unable by reason of ill-health or accident or disability, for a period of 9 months or more to perform your duties hereunder, Northern may forthwith terminate your employment.

You agree and accept that any statutory or other "last in first out" rule or any modifications thereof shall not apply in the event of the termination of your employment for any reason whatsoever.

Northern shall be entitled to dismiss you at any time without notice or payment in lieu of notice if you commit an act of misconduct or are otherwise in serious breach of this Employment Agreement or your obligations as an employee or if you fail to maintain a valid right to work and reside in India. An indicative list of acts which constitute misconduct is set out below (and also in the Northern Trust India Employee Handbook):

- (a) fraud, bribery, or conviction of a felony or unlawful offense involving dishonesty or breach of trust;
- (b) dishonesty, embezzlement, larceny or misappropriation of Northern or client funds or property;
- (c) possession, use, copying or reading of corporate records without appropriate authorization, or disclosure of confidential information concerning financial, business or work information concerning Northern or any Associated Company or if it's one of their clients;
- (d) refusal to cooperate in any investigation deemed necessary by Northern;

Page # 9
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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- (e) falsification, alteration, forgery or destruction of any records, history, data, instrument, attendance information or any other corporate records;;
- (f) removal of, damage to, or misuse of Northern's or any person's property;
- (g) improper or unauthorized use of funds property or services;
- (h) workplace violence or the commission of, or threat to commit injury or damage against any person or his/her property; and
- (i) illegal or unauthorized possession, selling, delivery or use of intoxicants, narcotics or controlled substances any time during employment or while on premises or on corporate business.
- (j) Breach of any clauses of the Company's regulations/policies.

These are not intended to be exhaustive, and may be supplemented by area work rules in particular units. Northern also reserves the right to issue discipline up to and including dismissal for any other action which in its sole discretion it deems unacceptable. Disregard of Northern's performance or conduct standards may result in disciplinary action up to and including termination.

17. Obligations on Termination

On leaving employment you must return all property, documents and correspondence belonging to or relating to Northern, any Associated Company or its or their customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern.

Upon the termination of your employment, for whatever reason, you shall resign from all offices (if any) held by you in Northern and/or any Associated Company and in the event of failure to do so, Northern is hereby authorised to appoint a person in your name and on your behalf to execute all documents and to do all things requisite to that effect.

18. Suspension

If Northern suspects that you have been involved in any improper conduct or involved in any misconduct or other conduct which in the reasonable opinion of Northern may impact upon your ability to carry out your duties and responsibilities under this Employment Agreement or may cause damage to Northern's business or reputation, Northern may do the following for the purposes of conducting an investigation:

- (a) suspend you from performing the duties and responsibilities of your position for a period determined by Northern;

Page # 10
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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Sarjapur Outer Ring Road
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Karnataka, India.
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- (b) direct you not to attend the workplace, communicate with fellow employees, customers, suppliers or clients of Northern or any other persons involved in the conduct which is being investigated, or otherwise interfere with the conduct of the investigation; and
- (c) appoint any person to conduct the investigation and direct you to provide any assistance and answer any questions required for the investigation.

During the period of suspension you will continue to receive the remuneration under this Employment Agreement.

Any suspension under this clause will not be treated as disciplinary action by Northern, but will be instituted solely for the purpose of conducting an investigation.

19. Disciplinary procedures

You are subject to the disciplinary rules and procedures set out in the Northern Trust India Employee Handbook. In cases of misconduct you may be dismissed without notice or pay in lieu of notice.

20. Grievance procedure

If you have a grievance or are dissatisfied with anything affecting your employment you have the right to raise the matter in accordance with the procedure set out in the Northern Trust India Employee Handbook.

21. Collective agreements

As per the date of this Employment Agreement, no collective agreements directly affect your terms and conditions of employment.

22. Northern Trust India Employee Handbook

The provisions of Northern Trust India Employee Handbook apply to your employment. The Northern Trust India Employee Handbook sets out additional terms of employment with which you are obliged to comply. These terms do not form a part of your Employment Agreement. For your information, Northern has a No Smoking Policy and smoking is not permitted anywhere on Northern's premises.

23. Compliance

Various Associated Companies for which you may be asked to work are subject to additional legal and regulatory requirements of other countries. In addition, all Northern Trust activities are subject to supervision by the Federal Reserve Bank of Chicago and where relevant, by the Reserve Bank of India. You are therefore required to conduct your business and outside

Page # 11
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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Bangalore, 560 103,
Karnataka, India
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activities in accordance with all applicable legal and regulatory requirements, as set out in relevant Corporation Policies, and other written guidance. Failure to do so may result in disciplinary action being taken by Northern. In particular, your attention is drawn to the regulatory requirements described below, which may be applicable to your activities:

(a) Personal Investment Transactions

Associated Companies' activities enable certain staff to have access to information concerning the purchase and sale of investments, which if misused, could involve a breach of the law, regulatory rules and have an adverse effect on clients. Therefore, you are required to adhere to Northern's rules concerning the authorization and notification of personal investment transactions.

(b) Anti - Money Laundering

You are required to complete Anti-Money Laundering training on a periodic basis. You will be advised of your training requirements at the commencement of your employment.

(c) Dealing Rules

You are required at all times to abide by all applicable laws, regulations or rules governing the business or businesses in which Northern operates

(d) Standards of Conduct

The Northern Trust Corporation Code of Business Conduct and Ethics (Code of Conduct) is a statement of basic principles to be followed by all employees. The Standards of Conduct Policy supplements and provides further detail to the Code of Conduct concerning business ethics and standards. You will be required to acknowledge the Standards of Conduct Policy and all policies listed therein on an annual basis.

They can be found under Partner Passport > About Northern Trust > Corporate Ethics. You should read these policies carefully and comply with the guidelines at all times.

Upon joining Northern you will be provided with a copy of all relevant Corporation Policies and will be asked to confirm your acknowledgment of all of the terms contained therein.

You do not become an employee, or agent, or contractor of any other Associated Companies just by performing services, and/or by carrying out duties or responsibilities for such companies. For all purposes, you shall remain an employee of Northern and shall share an employer-employee relationship with Northern.

Page # 12
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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24. Confidential information

You are obliged to comply with the terms of the Non-Solicitation and Confidentiality Agreement during and after the termination of your employment with Northern. A copy of the Non-Solicitation and Confidentiality Agreement is enclosed with this Employment Agreement and forms part of the terms and conditions of your employment. In accepting the enclosed Non-Solicitation and Confidentiality Agreement, you confirm and acknowledge that you have received the document, that you have read and understood it and that you agree to abide by its contents.

You shall not disclose to Northern, or use for its benefit, any proprietary or trade secret information to which you may have had access while employed elsewhere. You shall not bring to Northern's facilities any materials or documents belonging to any other person or company, including but not limited to customer lists.

25. Inventions

Any work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), designs or copyright work and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time, made by you during the course of your employment by Northern whether or not in the course of your duties and whether for Northern or any Associated Company ("Intellectual Property") shall be the exclusive property of Northern. All such Intellectual Property shall be regarded as having been created under a contract of service. In consideration of your employment with Northern, you hereby transfer and assign in favour of Northern, all rights, title and interest in and to all the Intellectual Property, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Northern does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You also agree to assist and cooperate with Northern in perfecting Northern's rights in the Intellectual Property. You undertake at the expense of Northern to execute any formal and additional assignment required by Northern to vest or confirm the vesting in it or its nominee of all rights in any such Intellectual Property.

Page # 13
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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The obligations set out in this section shall survive the termination of your employment. You hereby acknowledge that any violation, breach or other failure on your part to comply with these obligations could materially and irreparably injure Northern and its business in a manner inadequately compensable in damages and that Northern may seek and obtain injunctive relief against the breach or threatened breach of these obligations in addition to any other legal remedies that may be available.

26. Communication

You shall keep Northern informed of your latest postal address at all times and inform Northern in writing of any change in address. Any communication sent to you by Northern on your last known address shall be deemed to be duly served notwithstanding the fact that you have changed your address if this change was not previously advised in writing to Northern.

27. Dual Employment

You are not and will not be subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern.

28. Amendments

Subject to applicable laws, Northern reserves the right to amend its terms and conditions of employment and policies from time to time. Such amendments will be confirmed to you in writing.

29. Acceptable Use

Northern may provide you with access to certain facilities, including email and internet services, computer systems, telephone services (mobile and landline), facsimile machines and photocopying facilities. You must use these facilities in accordance with any applicable Code of Conduct or policy.

You shall have access to e-mail and the Internet, for the better performance of your duties. You agree to comply with Northern's policies regarding the use of Northern's computers, e-mail system, Internet services and other software programmes. You are aware that Northern has complete access to all material and e-mail correspondence and an overview of Internet usage that is saved in or performed via Northern's data system.

Northern reserves the right to monitor all e-mails/Internet activity by you for the purposes of managing your employment and to ensure compliance with Northern's applicable policies and procedures.

Page # 14
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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2nd Floor, RMZ Ecospace, Campus 1C,
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Bangalore, 560 103,
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30. Employee's Representations and Warranties

This Employment Agreement and your employment with Northern are at all times conditional upon:

- (a) your obtaining and retaining all necessary visas, work permits, licenses, registrations, or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) your being competent to properly carry out the duties of your position and that any representations as to the qualifications, skills, experience, industry knowledge, business influence, client contacts, and employment history made by you or a person on your behalf are true and correct; and
- (c) your not being subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and your not breaching any obligation to a third party by entering into this contract.

You acknowledge that in entering into this Employment Agreement, you have not relied on any representations, assurances, warranties, or understandings about its subject matter, except as provided in this Employment Agreement.

31. Miscellaneous

This Employment Agreement, the Non-Solicitation and Confidentiality Agreement and the other documents referred to herein constitute the entire agreement relating to your employment and supersedes all (if any) prior offers, subsisting agreements and undertakings (written or oral), with respect to your employment by Northern which such agreements, arrangements and understandings shall be deemed to have been terminated by mutual consent. You warrant that you have not entered into this Employment Agreement in reliance on any warranty representation or undertaking of any nature whatsoever which is not contained in or specifically incorporated in this Employment Agreement.

The expiration or determination of this Employment Agreement, howsoever arising, shall not affect such of the provisions hereof as are expressed to operate or have effect thereafter, and shall be without prejudice to any right of action already accrued to either party in respect of any breach of this Employment Agreement by the other party.

No delay, failure or omission on the part of Northern to exercise any of its powers, rights or remedies under this Employment Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them. If, at any time, any provision of this Employment Agreement is or becomes illegal, invalid or unenforceable in any respect, the legality, validity and enforceability of the remaining provisions shall not be impaired or affected.

Page # 15
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32. Governing Law and Jurisdiction

This Employment Agreement is governed and construed in accordance with Indian laws. The courts at Pune shall have the exclusive jurisdiction over all disputes or claims between you and Northern under this Employment Agreement. Any dispute, controversy or claim arising out of or in connection with the Employment Agreement shall be finally settled under the Rules of Arbitration and Conciliation Act, 1996. The seat of arbitration shall be Bangalore. The language of arbitration will be English. If any provision of this Employment Agreement is held to be invalid or unenforceable, then such provisions shall (so far as it is invalid or unenforceable) be given no effect and shall be deemed not to be included in this Employment Agreement but without invalidating any of the remaining provisions of this Employment Agreement.

33. Third Party Rights

Other than an Associated Company, any person who is not a party to this Employment Agreement has no right to enforce any term of this Employment Agreement.

34. Personal Data Protection

Please note that any personal data, which have been provided by you to Northern, its agents (including Personnel Risk Management), recruitment agencies or other third parties, in connection with your application to Northern for employment, including any sensitive personal data and any subsequent personal data supplied by you, in connection with your employment with Northern, will be held on a confidential basis. Northern will process these personal data (and may disclose them) for the purposes of offering you employment with Northern and all other purposes for which Northern deems fit.

For the purposes set out above, Northern may also transmit personal data about you overseas to other countries. Northern will take all reasonable steps to ensure that your data will be treated with an acceptable level of confidentiality.

By accepting and acknowledging this Employment Agreement, you consent to personal data (and, in particular, sensitive personal data) relating to you being held, processed or disclosed for the purposes set out above. You also consent to the transfer overseas of any such personal data by Northern as set out above.

Page # 16
IND - NOS - OFCO - 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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35 Acknowledgment and Acceptance

If the terms and conditions of this Employment Agreement are acceptable to you, please confirm your acceptance by acknowledging (both electronically and in writing, where requested) and returning the enclosed copies of this Employment Agreement, the Non-Solicitation and Confidentiality Agreement and completing (and signifying your agreement to, where required) all of the documents listed on the enclosed checklist as indicated to Northern Trust within seven days from the date of this Employment Agreement. If we do not receive this in the form mentioned above by the mentioned date, we will assume you do not wish to accept the terms and the offer will lapse and be void. Prior to this date, the offer is valid subject to your joining on or before the date mentioned on the Employment Agreement. If your agreed start date is not detailed in your Employment Agreement at this stage, you will be required to mention this on your first day of employment.

The terms of this offer are strictly confidential between you and Northern and any breach of this confidence will be viewed with utmost seriousness.

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Page # 17
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2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
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Annexure 1

Salary Annexure

Salary Component	Amount
Basic	₹ 136,000
House Rent Allowance	₹ 54,400
Flexible Cash Component	₹ 149,600
Total Fixed Pay (TFP)	₹ 340,000
Short Term Incentive* (subject to the terms of Northern's Partners Incentive Plan)	0 - 10 %
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 6,542
Sub Total	₹ 28,142
Annual Fixed Pay (TFP + Retirals)	₹ 368,142
Monthly Gross	₹ 28,333

Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- In the event of your joining Northern on or before 30th September, your Total Fixed Pay will be reviewed in the Annual Review Cycle in the first quarter of the following year. The revision, if any will be pro-rated depending on your date of joining. The annual performance appraisal cycle is from January to December.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).
- You will be eligible to participate in the Northern Partners Incentive Plan, in accordance with the terms and conditions governing the plan. Incentive payments under this plan are fully discretionary and subject to Corporate, Business Unit and individual performance, or any other factors that Northern Trust determines



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appropriate. Such payments are made annually and apply to the full Plan Year from January to December. Incentive payments are normally paid along with the February payroll of the following year, provided you have not submitted a notice of resignation prior to January of the payment year. The Short Term Incentive shall not accrue in proportion to service or form part of your salary for the purpose of retirement benefits or any termination benefits. For the avoidance of doubt, Northern is entitled to award you no incentive in the form of Short Term Incentive. Except as required under the Payment of Bonus Act, 1965 (where applicable), any incentive payment to you shall be purely discretionary and shall not form part of your contractual remuneration under this Employment Agreement. If Northern makes an incentive payment to you one year, it shall not be obliged to make any subsequent incentive payments in any other year. To be eligible to receive any incentive payment, you must be employed by Northern and not under notice, either given or received, at the date of the incentive payment.

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NON-SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge: (a) that in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business; (b) that I will occupy a position of trust and confidence with respect to such Confidential Information; (c) that the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and (d) that such Confidential Information that I may acquire or to which I may have access is of great value to the Company.
2. I will not, during my employment or thereafter, remove or transfer physically, electronically or in any other way any Confidential Information (or any copy thereof) from premises or property owned, used or leased by the Company, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designee at the Company, and I shall retain no copies thereof.
3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.
2. I agree that, during my employment with the Company and for a period of six (6) months after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company: (a) provide, or directly assist in the provision of, any

Page # 20
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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201. Hajari Rohan

Regd Off.
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CEN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



Competitive Services or Products to any Client or Prospective Client (as defined below); (b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or (c) solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, nor provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in any country where the Company has carried out business in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located during the six (6) month period after I cease to be employed by the Company.
4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.
5. If my employment with the Company lasts for less than six (6) months, the time period of the competitive restrictions provided for in this section shall be reduced to be equal to the number of months that I was employed by the Company.
6. Nothing in this Agreement is intended to prevent me from seeking or accepting employment with any other financial services institution, bank, trust company, brokerage firm, or other competing entity after the termination of my employment with the Company, so long as such employment does not violate the restrictions of this Section B.

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company. I

Page # 21
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
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Main - +91 (80) 4017 8300
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**NORTHERN
TRUST**

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hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently have (or in the future may have) by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "works made for hire" as defined in the U.S. Copyright Act, 17 U.S.C.A. §101 et seq. (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. To the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

1. "Company" means The Northern Trust Company, its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with The Northern Trust Company.
2. "Competitive Service or Product" means any service or product that satisfies both of the following criteria: (a) is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and (b) is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.
3. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during the last twenty-four (24) months of my

Page # 22
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during the last twelve (12) months of my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during the last twelve (12) months of my employment.

4. "Solicit" and "Solicitation" (with respect to Clients or Prospective Clients) mean directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client to: (a) surrender, redeem or terminate a product, service or relationship with the Company; (b) obtain any Competitive Service or Product from me or any third party; or (c) transfer a product, service or relationship from the Company to me or any third party.
5. "Confidential Information" means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to: (a) client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and social security numbers or other government-issued identification numbers), information regarding clients' accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential; (b) financial information, such as financial plans, reports, and forecasts; earnings figures; and profitability information; (c) corporate strategies, and business, marketing and/or strategic plans; (d) business procedures and methods, computer data, software, and systems designs of the Company; (e) all personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and (f) all information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

Page # 23
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST\144843678.1

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6. "Restricted Person" means any person of Officer level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) within the last six (6) months of my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment with the Company or (if no such notice period exists) of ten (10) business days (two (2) weeks), setting out the date I want to leave, and (as soon as I know it) the name of my next employer, with a description of what my expected position will be. I agree that the Company may contact my new employer regarding my obligations under this Agreement.
2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period of the restrictions in this Agreement shall be reduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.
3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.
4. I understand and acknowledge that if I transfer positions or locations between or among Northern Trust Corporation subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns. This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or

Page # 24
IND - NOS - OFCO- 08042022 - 182800 - 96474 - 5443 EAST144843678.1

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successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.



202. Pimpale Rushikesh

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY CONFIDENTIAL

Date: July 28, 2021

Rushikesh Pimple

Ward No 3, Near Bus Stand, Mu. Po. Yelikeli Tal Seloo Dist Wardha,
Wardha, 442001

Dear Rushikesh Pimple,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Executive and you will be functionally working as Process Executive - Telecaller - IM in Band GB2 A at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before July 28, 2021. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Pune HO and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

The Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

3. Compensation Package

Your compensation package will be as detailed in Annexure A. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

4. Bonus, Quarterly Incentive and Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

The annual increment and quarterly incentive shall be paid to you subject to the applicable process and policies of the company from time to time. The payment of Quarterly incentive or annual increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company at its sole discretion from time to time. **The Quarterly Incentive plan is subject to the management review and the plan in force for that particular quarter**

288670/139196/Rushikesh Pimple/18602

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yashwantrao, Pune - 411008 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customerscare@bajajallianz.co.in | Website: www.bajajallianzlife.com
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Page 1 of 12

202. Pimpale Rushikesh

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any Quarterly incentive.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

6. Medical Fitness

Your appointment and continuation in employment is subject to your being found fit in the pre-employment Medical Examination or in any Medical Examination during the course of your employment as may be prescribed by the Company.

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled to leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any compensation or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

289670139196/Rushikesh Pimpale18602

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerwade, Pune - 411005 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free No.: 1800 209 7272 | Email: customerservice@bajajallianz.co.in | Website: www.bajajallianzlife.com
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11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving to the other at any time, notice in writing for the period based on your Band at the time of termination, as notice period defined below:

GB3 Grade & below: 1 (one) month

GB4 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.

c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.

d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/Polices of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company in terms of Section 2(77) of The Companies Act, 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of you becoming so.

14. Confidential Information

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, services and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Company's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Company.

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Page 3 of 12

202 . Pimpale Rushikesh

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Bajaj Allianz Life Insurance Co. Ltd.

You hereby agree that you will not, at any time during or after your employment with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, the Company. For the purpose of this paragraph, the term "Company" shall also include all affiliates of the company.

Any disclosure which has not been expressly authorized by the Company shall be called 'unauthorized disclosure'. For the purpose of this paragraph; the term "Company" shall also include all affiliates of the Company.

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of Confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction". Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to be made under any applicable law you shall inform the Company either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

15. Intellectual Property

All works developed by you during the course of your employment with the Company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such Works and those of any other derivative Works, to the Company. You will promptly provide to the Company a complete written disclosure for each such Work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works. The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company.

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

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Page 4 of 12

202. Pimpale Rushikesh

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without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence and/or gross dereliction of duties on your part, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/cash advances/loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company or assets of the company are surrendered/disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment of the Company without settling amounts due from you to the Company or if the same are not recoverable, either in full or part, from the dues payable to you by the Company, the Company shall reserve the right to initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.

289570/139196/Rushikesh Pimpale/18602

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerwade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLCO18999

Page 5 of 12

202 . Pimpale Rushikesh

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

23. Department Specific Terms and Conditions

You shall be governed by the norms, terms and conditions, as per your job requirements, if any as mentioned in Annexures, annexed hereto, and the same shall be deemed to be an integral part of this agreement.

24. Anti-Bribery Undertakings

During the course of your employment with the Company, you shall not commit, authorize or permit any action which would cause the Company and/or the Company's affiliates to be in violation of any applicable anti-bribery laws or regulations and the internal policy of the Company on corruption and bribery. This obligation applies in particular to illegitimate payments to government officials, representatives of public authorities or their associates, third parties, families or close friends to any other entity or individual including yourself.

You hereby agree and undertake that you shall neither offer or give, or agree to give, to any employee, representative or third party nor accept, or agree to accept from any employee, representative or third party any gift or benefit or consideration of any kind as an inducement or reward for doing or refraining from doing or having done or refrained from doing, any act, or for showing or refraining from showing favour or disfavour to the Company, be it monetary or otherwise, which the recipient is not legally entitled to receive.

You hereby agree and undertake that you shall promptly notify the Company, if you become aware of or have specific suspicion of any corruption and bribery with regard to any such activity. In case any prohibited payments or gifts are made or received by you, as stated herein above, or if the Company has reasonable cause to believe that such payments or gifts have been or are being made, the Company may terminate your employment with immediate effect.

25. Litigation and Court Cases

During and after the severance of employment with the Company, for any reasons, if required by the Company, you shall be required to file an affidavit in the Court of Law, deposing the facts and circumstances, of a case at hand. Further you shall appear and depose on behalf of the Company, in any Court of Law or Authority, if so desired by the Company.

All costs and expenses incurred in any travel for any court case(s) shall be subject to prior approval of the Company in writing and shall be reimbursed to you on case to case basis.

26. Exclusive employment, Non-Compete and Non-Solicitation

(a) You hereby agree and undertake that during the period of your employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other person or entity.

(b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you and for a period of one (1) year from the date you have ceased to be in employment with the Company, you shall not:

(i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose

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CIN: U66010P12001PLC018999

Page 6 of 12

202 . Pimpale Rushikesh

LIFE GOALS. DONE.



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doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your employment.

Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and Procedures of the Company as presently applicable and as may be amended from time to time.

You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Company.

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

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You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.

If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s) you shall immediately inform the Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

For Bajaj Allianz Life Insurance Company Ltd.

Santanu Banerjee
Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature: _____

Name: _____

Date: ___dd/___(mm)/_____(yyyy)

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ANNEXURE A

COMPENSATION ENTITLEMENT SHEET

Date: July 28, 2021

Name:	Rushikesh Pimple		
Department:	IM Sales		
Position Description:	Process Executive - Telecaller - IM		
Internal Designation:	Executive		
Band:	GB2 A		
Location Code:	Pune HO	Location: Pune HO	

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,501.00	78,012.00
2	Minimum HRA	3,251.00	39,012.00
3	Statutory Bonus	1,301.00	15,612.00
4	Flexible Benefits	7,949.00	95,388.00
	Sub Total (A)	19,002.00	228,024.00
5	Company's Provident fund contribution	1,734.00	20,808.00
6	Gratuity as per the Act	313.00	3,756.00
7	ESIC	618.00	7,416.00
	Sub Total (B)	2,665.00	31,980.00
	Total Fixed	21,667.00	260,004.00
	Total Cost to Company		260,004.00

Flexible Benefits:

- Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
- Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
- Leave Travel Allowance (GB6A & Above) - GB6 Rs. 15,000 per annum and GB7A and above up to the FBP balance amount limit.
- National Pension Scheme (GB5 & Above) - up to 10% of monthly basic salary.
- Company Car (GB7A & above) - One, can participate in the company car scheme, as applicable to the band, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
- Superannuation (GB7A & above) - 15% of Basic.

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Page 9 of 12

202. Pimpale Rushikesh

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Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Medclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/Performance pay would include prospective/retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/recover such increased/additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/intimation. This is basis the fact that the CTC is inclusive of all liability/compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.
10. Quarterly incentive Plan: The payment of Quarterly incentive shall be subject to clause 4 of the said appointment letter. Further in case your date of joining is : (a) Before 15th of the second month in the quarter, you shall be eligible for incentive pay out under the quarterly incentive plan on a pro rata basis for that particular quarter, or
(b) On or after 16th of the second month in the quarter, you shall not be eligible for incentive scheme for that particular quarter.

You are directed to report for duties on July 28, 2021. However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.

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Page 10 of 12

202. Pimpale Rushikesh

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Bajaj Allianz Life Insurance Co. Ltd.

Annexure 'S'
BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only.

In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears.

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.
2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out.

Path for updation of PAN/Bank details:

Login to B1 -> My Profile -> Bank Details

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments.
 - a) Axis Bank
 - b) Bandhan Bank
3. Ensure that the name provided to company matches with the Bank record.
4. Also ensure that your salary account is activated before updating details on b1
5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.
6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee: if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: _____

Designation: _____

Location: _____

Date: ____/____/____

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CIN: U66010PN2001PL2015959

Page 11 of 12

202. Pimpale Rushikesh

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Bajaj Allianz Life Insurance Co. Ltd.

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2(JC2)

1. Duly Filled Joining Information Report (JIR)
2. Signed Acceptance Copy of Appointment Letter
3. Highest attained Education proof
4. Documents from previous Organisation:
Relieving Letter OR
Resignation acceptance letter with company seal OR
Full and Final Document with company seal OR
Resignation acceptance e-mail copy from official email id
5. If self employed
Income Tax Return Copy OR
Self Declaration
6. If on Contract/Commission Basis/Agent/Advisor/Consultant
Provide Resignation /Relieving letter mentioning that the candidate is no more associated with that company OR
Any other official document mentioning that the candidate is no longer associated with the company
7. Permanent address proof (any one of the below)
Passport
Pan Card
Voter's Identity Card issued by Election Commission of India
Driving License
Ration Card
Aadhaar Card
Electricity Bill
BSNL Bill
House Rent Agreement or House Registration
8. Current Address Proof (Original)
9. Three passport sized photographs

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CIN: U66010PN12001PLCO15959

Page 12 of 12

203 . Gaikwad Kajal Kishor



204 . Hile Anil Pandurana

UDYAM
Government of India
MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES
Ministry of Micro, Small & Medium Enterprises

UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER: **UDYAM-MH-26-0536942**

NAME OF ENTERPRISE: **BNYANCHAITNYA GURUKUL CLASSES**

TYPE OF ENTERPRISE^{*}

SNo.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	18/10/2023

MAJOR ACTIVITY: **SERVICES**

SOCIAL CATEGORY OF ENTREPRENEUR: **GENERAL**

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	ANIL PANDURANG HILE

OFFICIAL ADDRESS OF ENTERPRISE

Plot/District/Block No.	NEAR EP/SCHOOL NO-1	Name of Premises/Building	PANSARE LANE
Village/Town	OTUR	Block	TAL-JUNNAR
Road/Street Lane	OTUR	City	OTUR
State	MAHARASHTRA	District	PUNE - Pin 411409
Mobile	9665173595	Email	anil.hile@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE: **01/04/2021**

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS: **01/04/2021**

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	85 - Education	8549 - Other education n.e.c.	85499 - Other educational services n.e.c.	Services

DATE OF UDYAM REGISTRATION: **18/10/2023**

^{*} In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.J. 2119(E) dated - 24.06.2020 issued by the M/S MSME.

Disclaimer: This is a computer generated statement, no signature required. Printed from: _____ & Date of printing: 18/10/2023

For any assistance, you may contact:

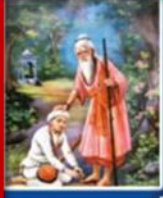
1. District Industries Centre: **PUNE (MAHARASHTRA)**

2. MSME-DFI: **MUMBAI (MAHARASHTRA)**

Visit : www.udyamregistration.gov.in | www.msme.gov.in | www.mca.gov.in



204 . Hile Anil Pandurana



॥ विद्यार्थांचे उज्वल भविष्य हेच आमचे ध्येय ॥

ज्ञानचैतन्य क्लासेस



इ.१ ली ते १० वी

(गणित, विज्ञान, इंग्रजी)

माध्यम- मराठी, सेमी इंग्रजी व इंग्रजी

State Board/C.B.S.E Board

* विशेष वॅचेस *

* इ.५ वी व ८ वी (स्कॉलरशिप)

* इ.२ री ते ८ वी (मंथन प्रज्ञाशोध परिक्षा)

* इ.१ ली ते ८ वी (ब्रेन डेव्हलपमेंट परिक्षा)

* इ ८ वी (N.M.M.S)

प्रवेश सुरु

क्लासेसची वैशिष्ट्ये

- * अनुभवी, प्रयोगशील व तज्ञ शिक्षकांचे मार्गदर्शन.
- * सामान्य विद्यार्थ्यांना विशेष वैयक्तिक मार्गदर्शन.
- * विद्यार्थी अभ्यास केंद्रित आणि शिस्तप्रिय क्लासेस.
- * इंग्रजी Grammer and Writing Skill ची विशेष तयारी.
- * गणित आणि विज्ञान विषयांची विशेष तयारी वर्ग.
- * प्रत्येक आठवड्यात सराव परिक्षा.



गुणवंत व्हा !! ज्ञानवंत व्हा !! यशवंत व्हा !!!

- * गणित, विज्ञान, इंग्रजी विषयांबरोबर इतर विषयांचे मार्गदर्शन केले जाईल.
- * विद्यार्थ्यांसाठी क्लासेसच्या दर्जेदार नोट्स मोफत दिल्या जातील.
- * विद्यार्थी व्यक्तीमत्व विकास करण्यासाठी विशेष कार्यशाळांचे आयोजन.
- * प्रत्येक महिन्याला पालकांसोबत संवाद.

पत्ता- जि. प. प्राथ शाळेजवळ, ज्ञानचैतन्य क्लासेस ओतूर

संपर्क

प्रा.हिले सर 8605173595/9021289384

प्रा.हिले मॅडम 7774963835

प्रा.दुरगुडे सर 8600124263/7020336728

प्रा.चौधरी सर 8484096159

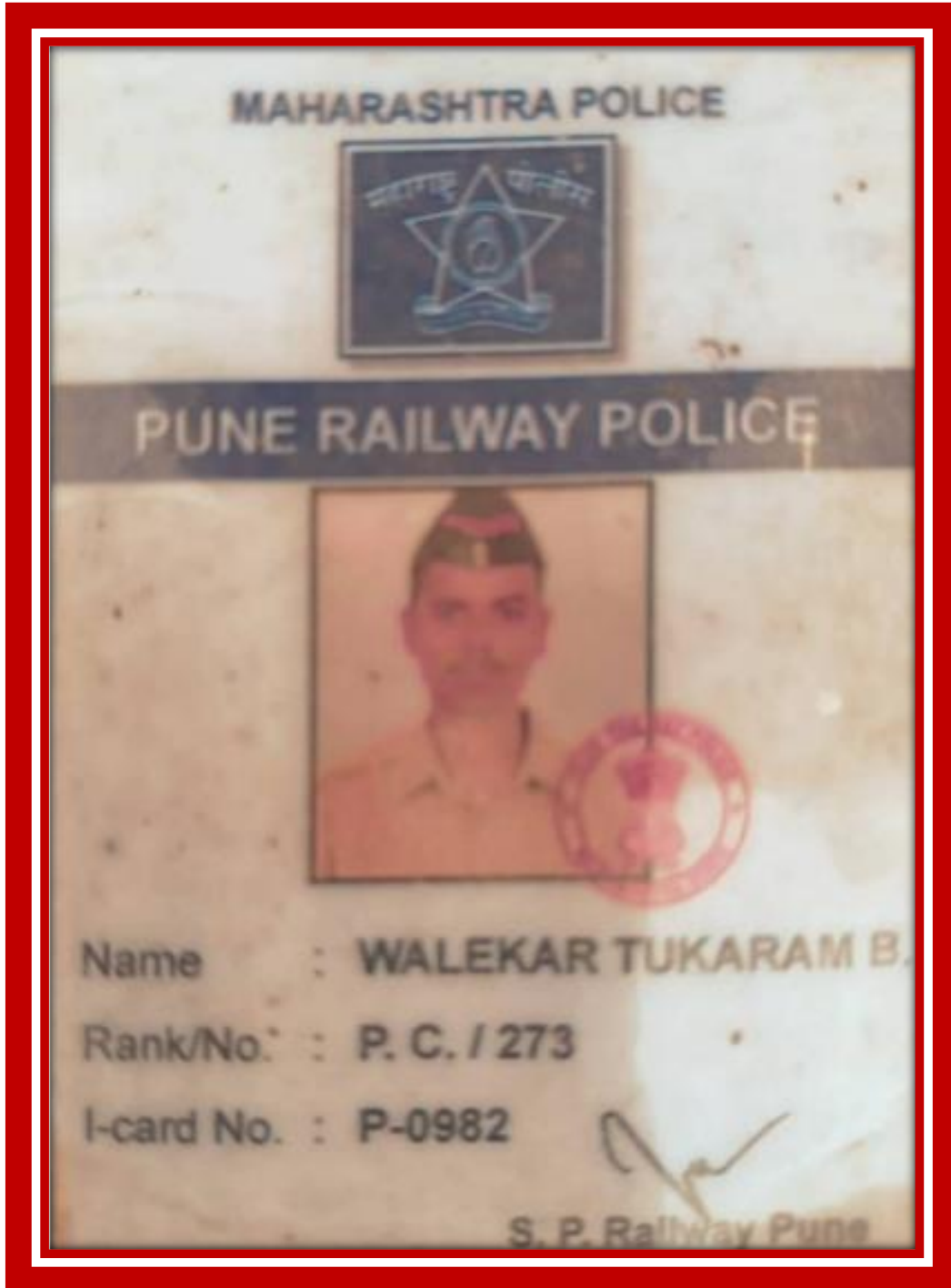
205. Jadhav Sushant Santosh



206. Shendge Dnyaneshwar Suresh



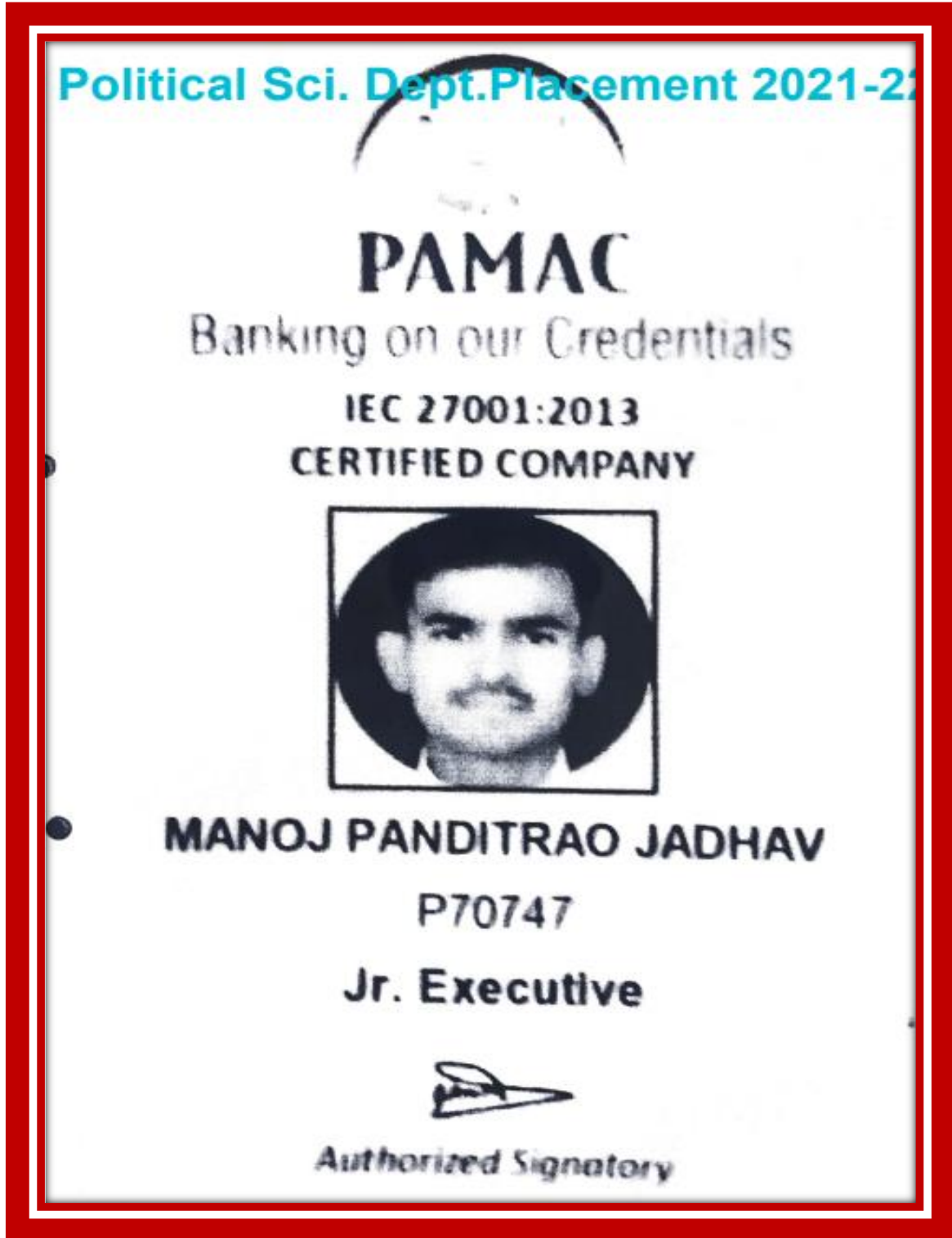
207. Walekar Tukaram B.



208 . Gaikwad Archana Chandrakant



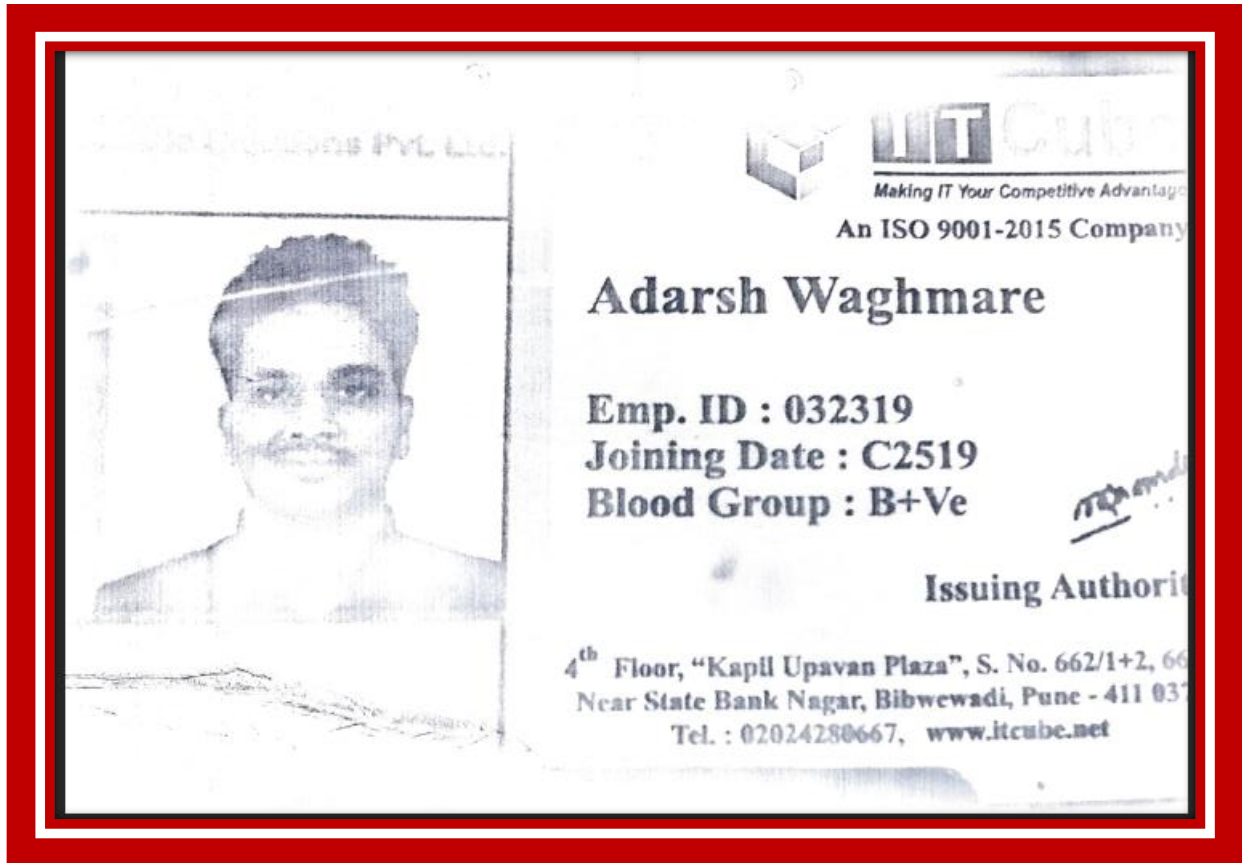
209 . Jadhav Manoj Panditrao




210 . Bhandare Ujwala Suresh



211 . Waghmare Adarsh




212 . Mandole Navnath Eknath



GENIUS INFOTECH

Reg. Office:
1/1A, Biplabi Anukul Chandra Street,
R. No.-16A, 1st Floor, Kolkata-700072.

डी.आय. रनिंग रूम
मुंबई विभाग
मध्य रेल्वे
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)

213. Khadake Savita

 **WANBURY**



Name : Savita K. Khadke

Emp. Code : 97837

Blood Group: O+VE

Wanbury Limited

**A-15, MIDC Industrial Area,
Patalganga, Dist. Raigad - 410220,
Maharashtra, INDIA**

214 . Bhadale Shriya Dnyaneshwar



Metafold
AN ISO 9001:2015 COMPANY
LOGISTIC STORAGE SOLUTIONS
Since 1991

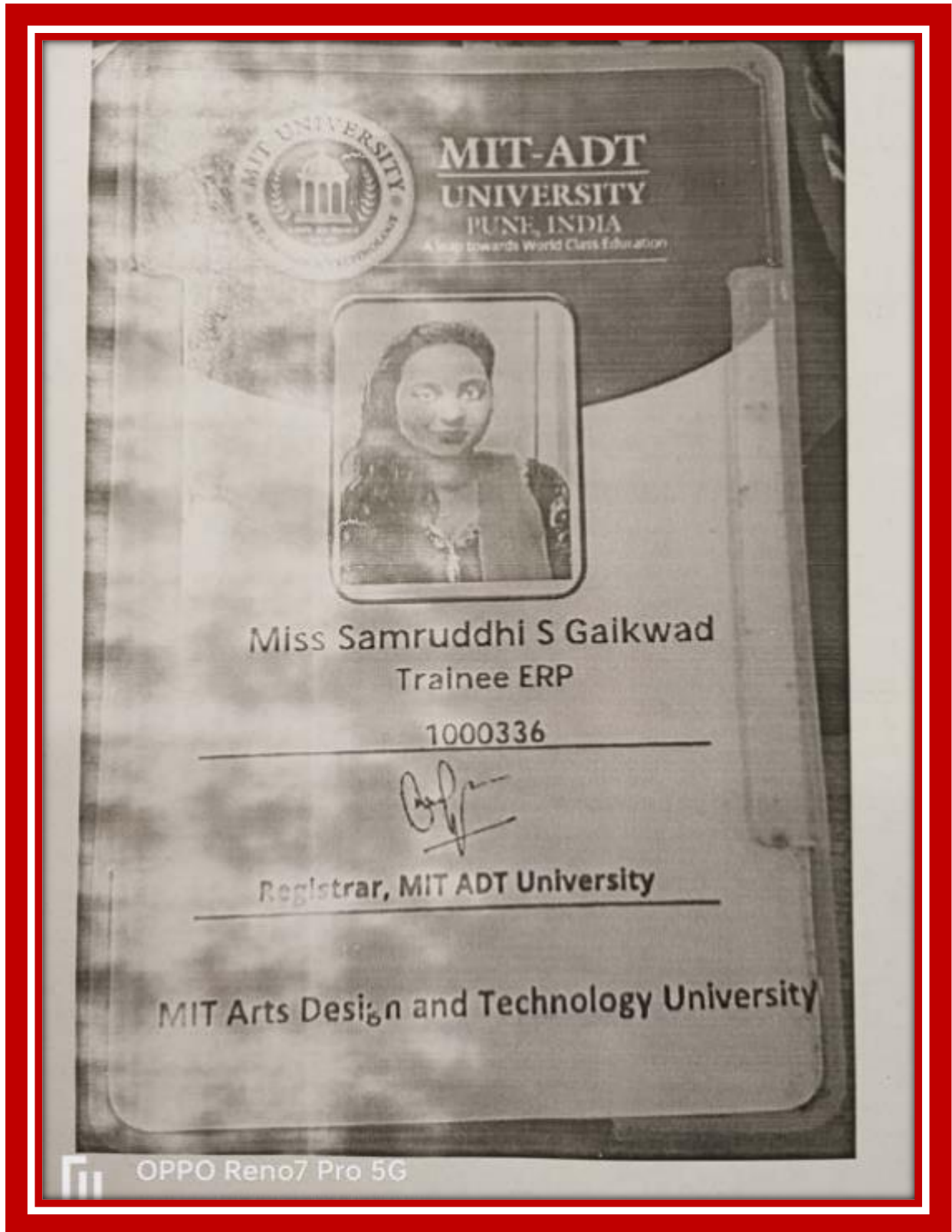


Shriya Dnyaneshwar Bhadale
JUNIOR OFFICER

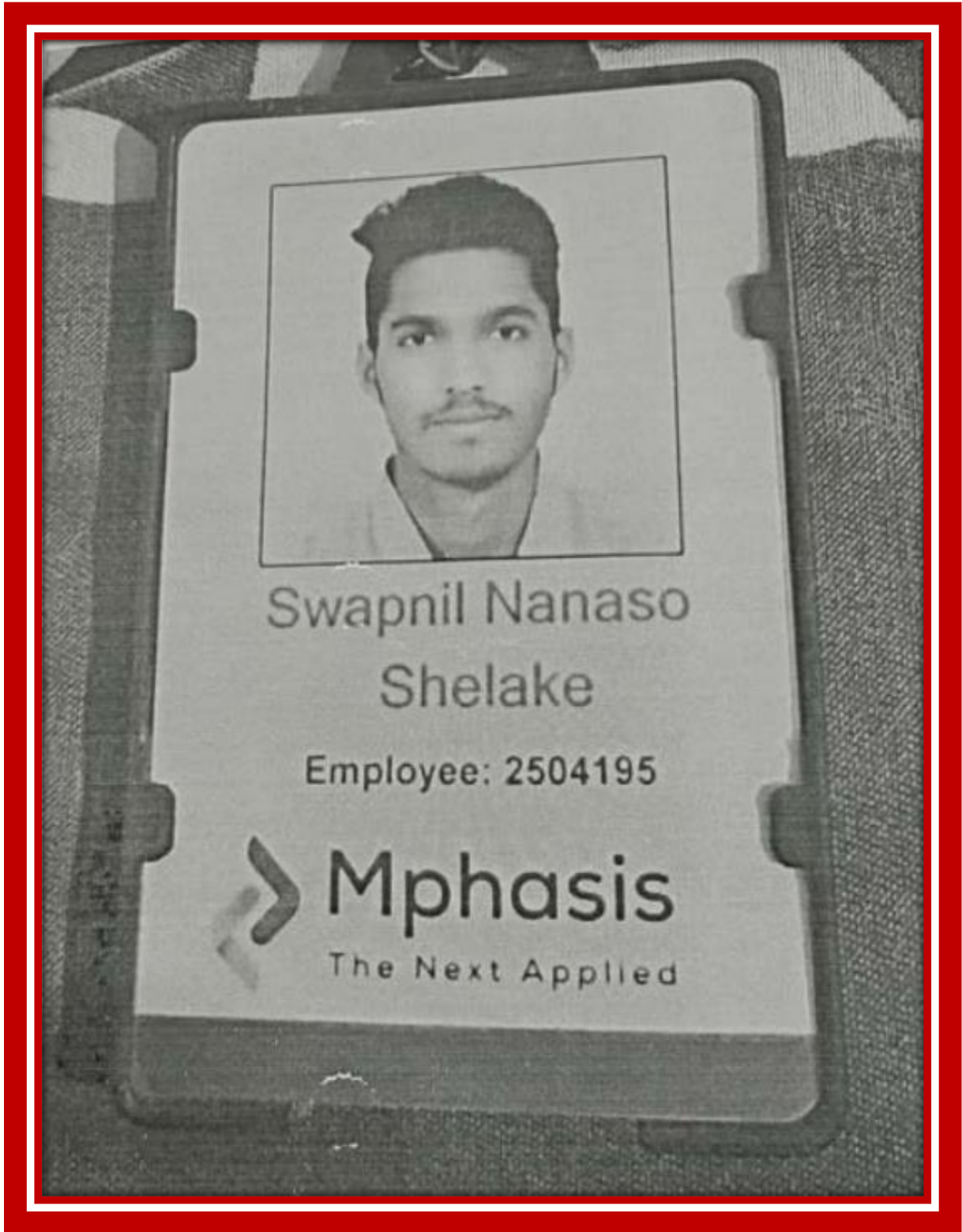
Emp. Code. : 1394
Department : HR & Admin
Blood Group : O+
Date of Joining : 20-08-2021
Emergency No. : 9922402019

Metafold Engineering Pvt. Ltd.
Sr. No. 27/5/2, Kondhwa (Bk.),
Punyadham Ashram Road, Pune 411 048.
www.metafold.com

215 . Gaikwad Samruddhi



216. Shelke Swapnil



217. Mhaske Priya



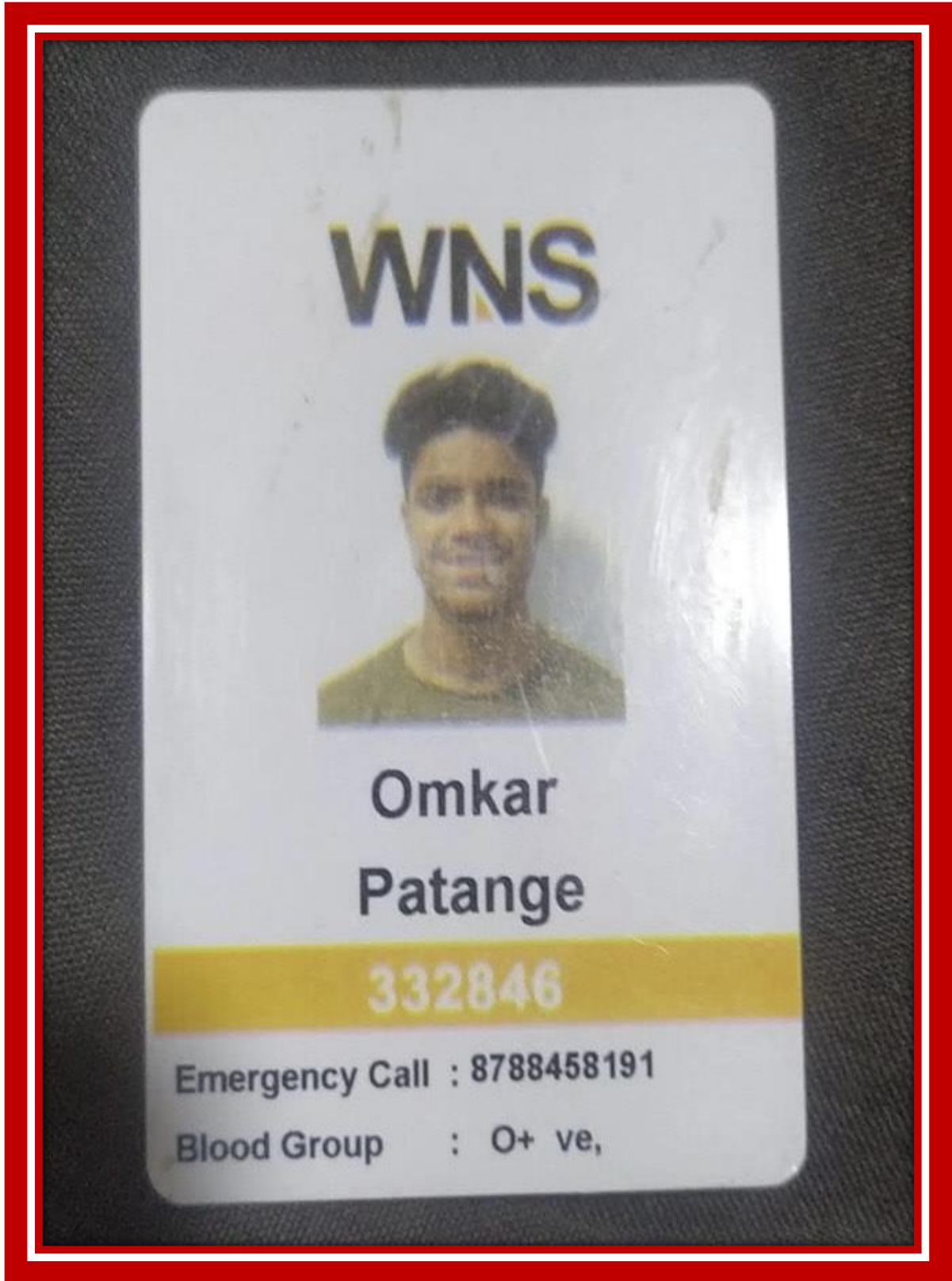
218 . Mishra Shubham Rajkapur



219. Nalge Tushar Appasaheb



220 . Patange Omkar Dattatrya



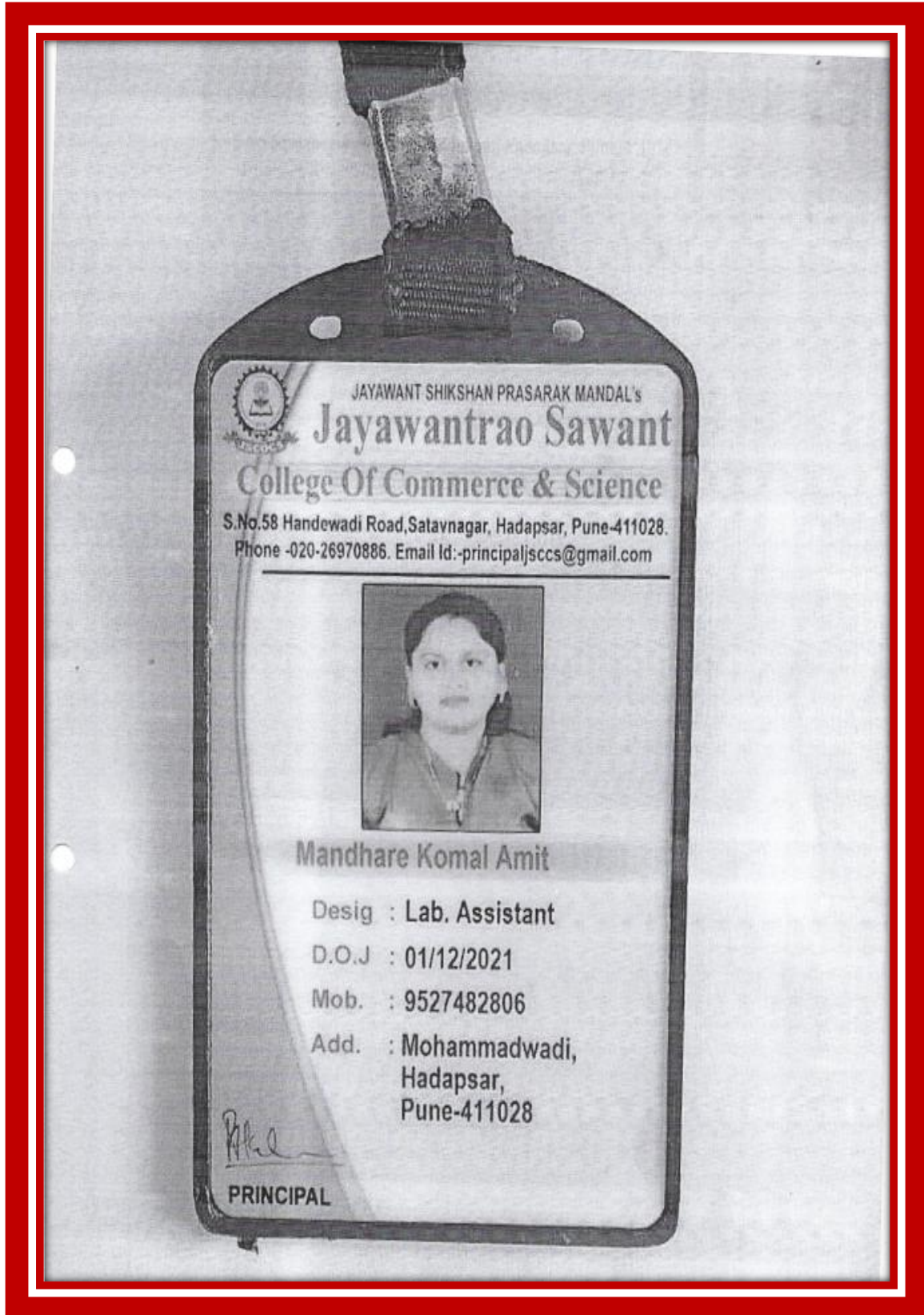
221 . Darshale Raviraj R



222 . Divekar Pravin Mansing



223. Mandhare Komal Amit



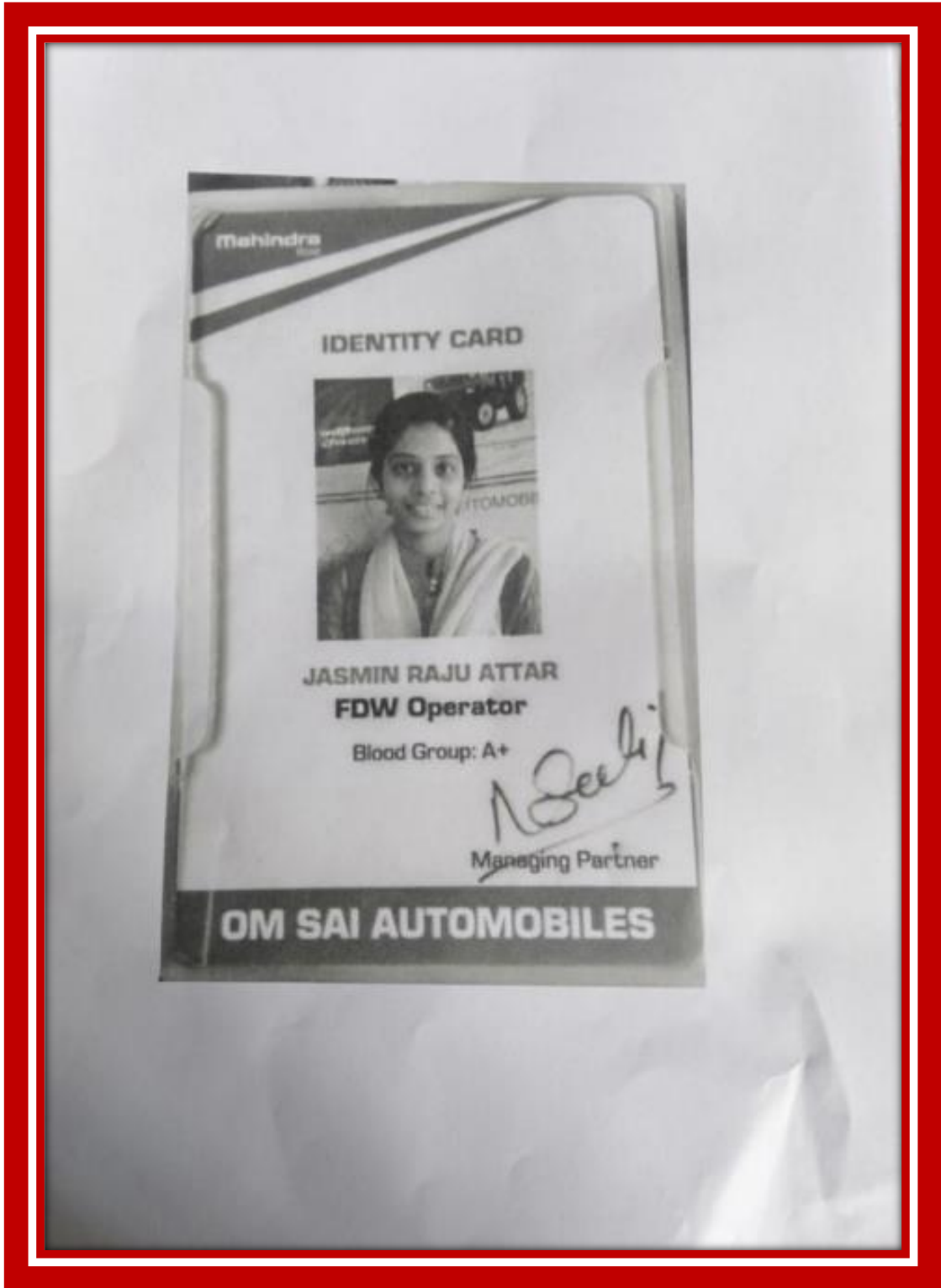
224 . Shedge Pooja Ganesh



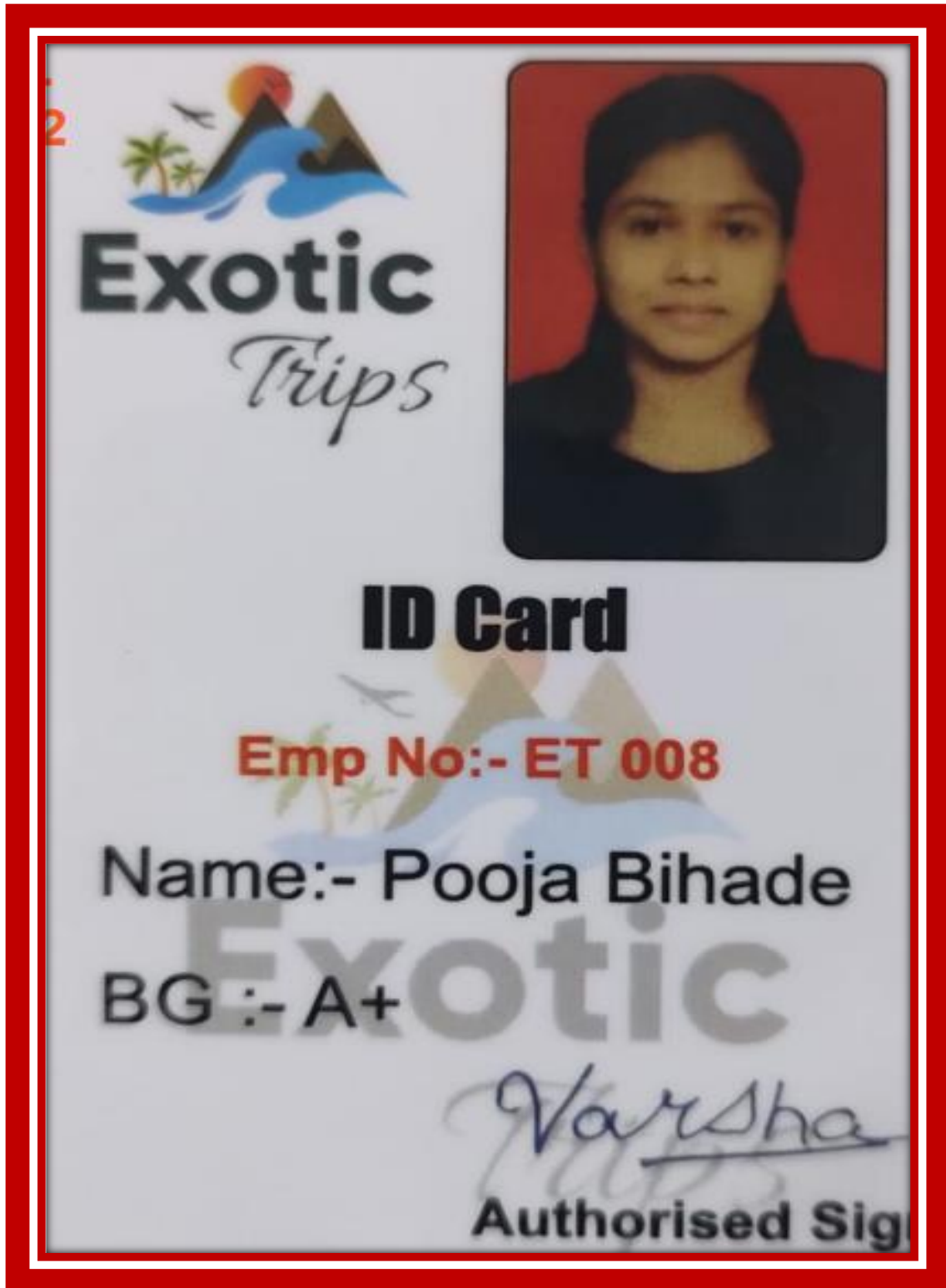
225 . Shelar Kiran Balasaheb



226 . Attar Jasmin Raju



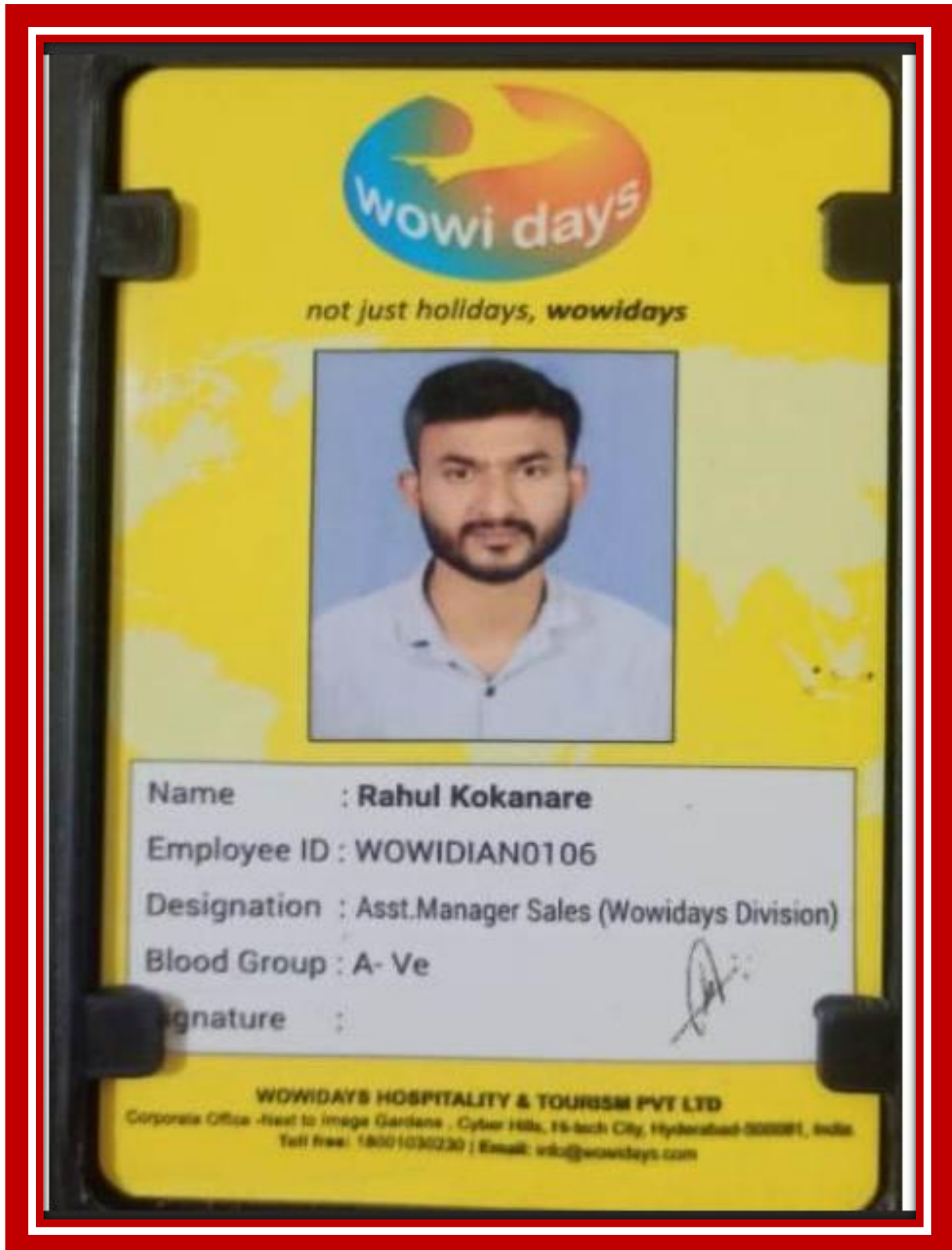
227 . Bihade Pooja Kailas



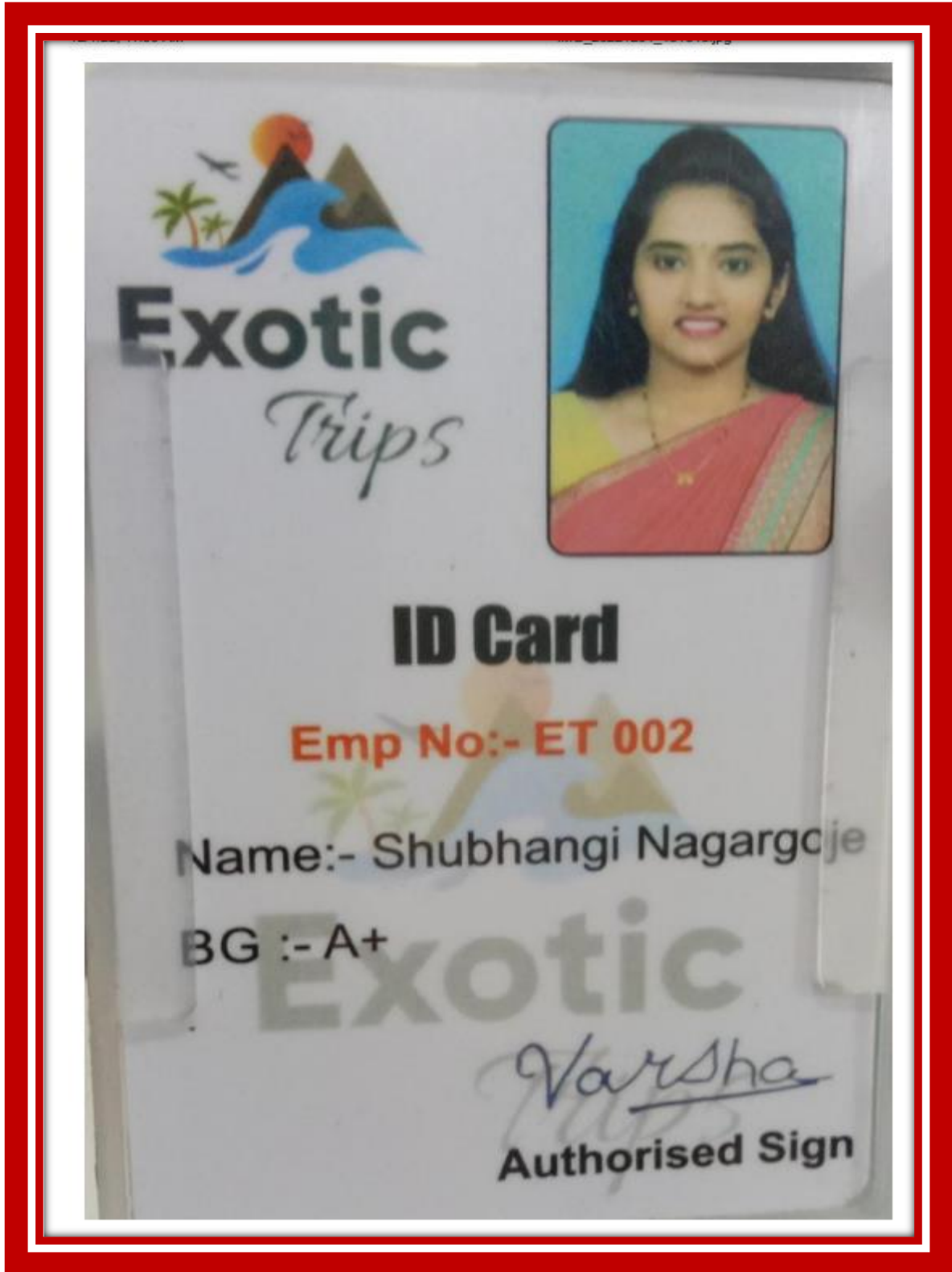
228 . Gaikwad Rutuja Dattatray



229. Kokanare Rahul Narhari



230. Nagargoje Shubhangi Arjun



231 . Parande Nisha Dattatraya



232 . Shyamnath Gambhire



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 नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२३३१०००३१४२८१४२७								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१००१६५११२३०३								
३.	आस्थापनेचे नाव	:	हेल्थी बाईट HEALTHY BITE								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>१</td><td>१</td><td>०</td><td>२</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	१	१	०	२
पुरुष	स्त्री	इतर	एकूण								
१	१	०	२								
५.	अ) मालकाचे नाव	:	श्यामनाथ वसंत गंभीरे SHAMNATH VASANT GAMBHIRE								
	ब) आस्थापनेचा पत्ता	:	समर्थ प्लाजा, MIT कॉर्नर जवळ, लोणी काळभोर, लोणी-काळभोर, डवेली, पुणे, ४१२२०१								
६.	सदरची पावती डी 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 / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. डी पोच पावती व्यवसायाच्या जागेचा मालकी डक किंवा मालमतेचा मालकी डक किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	NUTRITION COUNCELLING AND DIET PROVIDING								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती डी अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पळताळणी न करता देण्यात आलेले आहे. सादर पोचपावती डी १० पेक्षा कमी कामगार असलेल्या आस्थापनेना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २४-०१-२०२३

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Haveli, Address- Daund Municipal Council Building, Daund, Taluka-Haveli, District-Pune

अर्जाचा आय.डी. क्रमांक	प्रमाण केलेले सेवा मूल्या (रुपये)
१००१६५११२३०३	२३.६०

233 . Mohini Sangule

**MOHINI MAKEUP ARTISTS AND
BEAUTICIAN**

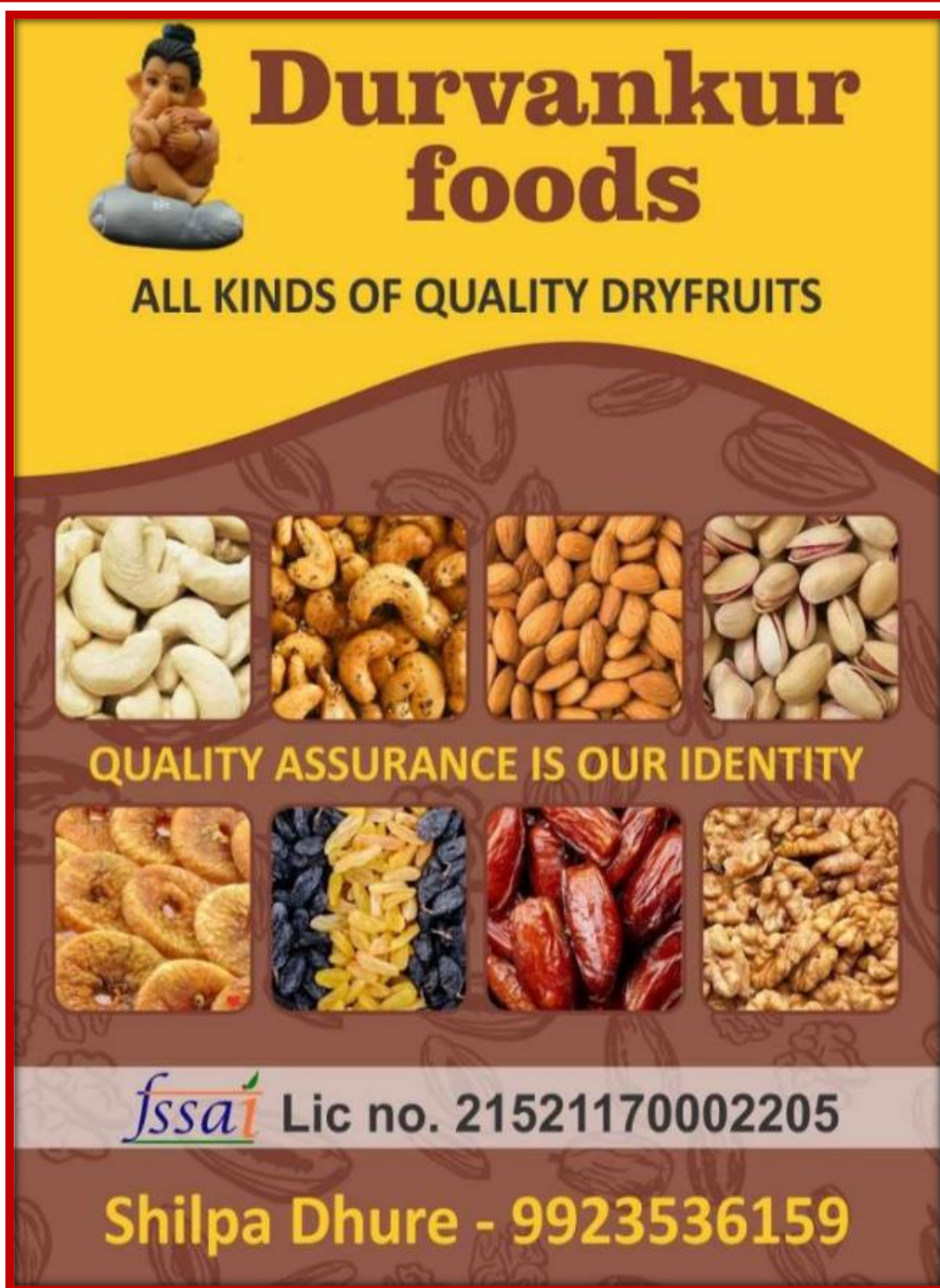
We are
HIRING
beautician

- Basic
- advance
- Marketing skill

**PART TIME
&
FULL TIME**

mohini phalke
8390268271

234. Panhalkar Shilpa



**Durvankur
foods**

ALL KINDS OF QUALITY DRYFRUITS


QUALITY ASSURANCE IS OUR IDENTITY

fssai Lic no. 21521170002205

Shilpa Dhure - 9923536159

The advertisement features a yellow background with a brown archway containing eight images of different dry fruits: white cashews, roasted cashews, almonds, pistachios, fried mango slices, blueberries, raisins, and walnuts. A Ganesha statue is positioned in the top left corner.

235. Prajwal Sasane

 महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) विद्यम, २०१८
नमुना "ग"
(विद्यम ९ पहा)

सूचना दिल्याबाबत पावती

अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१. पावती क्रमांक	: २१३१०००३१४१५६२२५								
२. अर्जाचा (सूचनापत्राचा) आवडी क्रमांक	: १०१३१९२०२१०३								
३. आस्थापनेचे नाव	: समृद्धी इंटरप्रायजेस SAMRUDHI ENTERPRISES								
४. कामगाराची एकूण संख्या	: ०								
	<table border="1"><tr><td>पुरुष</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>	पुरुष	स्त्री	इतर	एकूण	०	०	०	०
पुरुष	स्त्री	इतर	एकूण						
०	०	०	०						
५. अ) मालकाचे नाव	: प्रज्वल राजाराम ससाणे PRAJWAL RAJARAM SASANE								
ब) आस्थापनेचा पत्ता	: स नं ८४, ससाणे वस्ती, मोहमदवाडी रोड, ठाडपसर, हवेली, पुणे, ४११०६०								
६. सादरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोष पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुमती, परवाना धारण करणाऱ्याची सर्वरदी जबाबदारी मालकाची राहिल. ही पोष पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमोचा मालकी हक्क किंवा ताबा या प्रयोगाचा कोणत्याही काळहातर्फीत साह्य धरता येणार नाही.									
७. व्यवसायाचे स्वरूप	: BUILDING MATERIAL SUPPLIER								
८. पुढील नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:								

टीप : सादरची पोष पावती संमन्कीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सादरची पोष पावती ही अर्जदाराने सादर केलेल्या स्वयंपरोपनापत्र आणि स्वयंसाक्षात्कीत अशिलेखाद्वारे पडताळणी न करता येण्यात आलेले आहे.

सादर पोषपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनेचा 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, Shivajī Nagar, Pune-४११००१

अर्जाचा आव. क्र. क्रमांक	प्रदान केलेले सेवा नमुन (पप)
१०१३१९२०२१०३	३३.०

Page 1 of 1

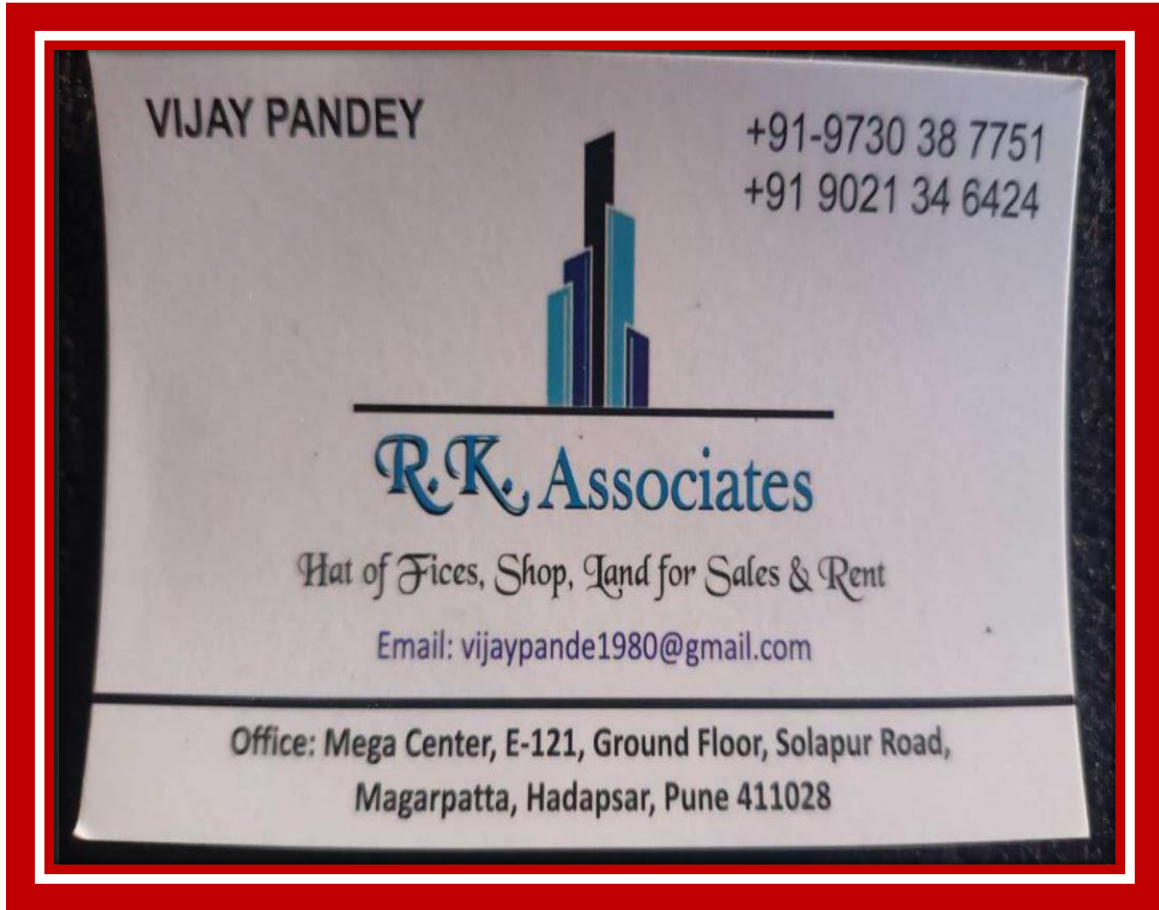
236. Zambare Prachetan

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवार्ताचे विनियमन) नियम, २०१८
Form - 'F'
(See Rule 5)
APPLICATION FOR INTIMATION

Application ID	100073501883			
Registration Certificate / Intimation Receipt No. मंडळी नंबर / मंडळी नंबर	1851800912537590			
District / जिल्हा	Pune			
Division / डिवीजन	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 / आस्थापनेचे नाव	TRIMRUTI CREATION FLEX PRINTING			
Previous details of establishment / आस्थापनेची पूर्वीची अधिकार अधिकारी				
Postal address and situation of the Establishment / (आस्थापनेचा 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, प्लॉट नं.73, जंबारे बिल्डिंग, गैंगराज होटल, हान्देवाडी रोड, हदपसर, पुणे (एम कोर्प), पुणे शहर, पुणे, 411028		
Mobile / संपर्क नं.	9767599600			
E-mail / ई - मेल आय डी	perfects9@rediffmail.com			
Date of commencement of business / व्यवसाय सुरू होण्याचा दिनांक	15/09/2018			
Nature of Business / व्यवसायाचे स्वरूप	FLEX PRINTING AND ADVERTISING	फ्लेक्स प्रिंटिंग अँड एडवर्टायझिंग		
Whether establishment falls under public or private sector / आस्थापना जागतिक किंवा खासगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	3	0	0	3
Name of the Employer / मालकाचे नाव	PRACHETAN DADASAHEB ZAMBARE			प्रचैतान दत्तदासहेब जंबारे
Residential Address of the employer / मालकाचे निवासस्थानाचा पत्ता	AT HOLKARWADI, POST URLJI DEVACHI, TALUKA HAVELLURULI DEVACHI, HAVELLIPUNE, 412308			एट होलकारवाडी, पोस्ट उरळी देवाची, तालुका हवेल्लुरुली देवाची, हवेल्लि, पुणे, 412308
Resident Since / मालक	2000			
Status / Designation	PROPRIETOR			
Mobile No	9767599600			
E-mail ID	perfects009@gmail.com			
Aadhar No	729738439221			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाचे निवासस्थानाचा पत्ता				
Contact No				
Fax No				
E-mail ID / ई - मेल आय डी	Trimruti Creations & Flex Printing			
Aadhar No				

Proprietor

237. Pandey Shivam Ranganath



238. Pawar Ajay Navnath

Roll No	2111074487	Application Number	215605090	Category	Open
*Candidate's Name: PAWAR AJAY NAVNATH					
*Candidate's Father's / Husband's Name: NAVNATH					
*Candidate's Mother's Name: VANITA					
MBA/MMS CET Percentile					
Date of the Result					
IP address of the Computer from which Score Card downloaded:					
Date and Time of downloading the Score Card:					
* As filled in by the candidate in online application form					
- MBA/MMS CET Scores are Normalized Scores across Multi Day and Multi-Session Papers are based on the relative performance of all those candidates who have appeared for the examination in one session. The Marks obtained are transformed into a scale ranging from 100 to 0 for each Session of Examinees.					
- MBA/MMS CET Score is NOT the same as PERCENTAGE of Marks obtained.					
The detailed Process of Scoring Logic has been made available for the candidates on https://cetcell.mahacet.org/ for reference.					

239. Kumbharkar Pratik

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 सविस्तर 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 न 161/1, हुंडेकरी वस्ती, फुरसुंगी, हवेली, पुणे, 412308		
Mobile / दूरध्वनी क्र.	9923074556			
Email-id / ई - मेल आय डी				
Date of commencement of business / व्यवसाय सुरु करण्याचा दिनांक	14/06/2018			
Nature of Business / व्यवसायाचे स्वरूप	KIRAN STORES	किरण स्टोर्स		
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 / व्यवसायीचे नाव	PRATIK DASHRATH KUMBHARKAR		प्रतिक दशरथ कुम्हारकर	
Residential Address of the employer / व्यवसायीचा निवासस्थानाचा पत्ता	HOUSE NO 6030, SR NO 161/1, HUNDEKARI WASTI, FURSUNGI, HAVELI, PUNE, 412308	घर नं 6030, स न 161/1, हुंडेकरी वस्ती, फुरसुंगी, हवेली, पुणे, 412308		
Resident Since / वस्तुस्थिति	2000			
Status / Designation	PROPRIETOR			
Mobile No.	9923074556			
E-mail ID	pratik.kumbharkar.10@gmail.com			
Aadhar No	649536171630			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाचा निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				
Category Of Establishment / आस्थापनेचे	SHOP (दुकाने)			

240.Takale Aditya

