



Shri Sangameshwar Education Society, Solapur
Kannada Linguistic Minority Institute

SANGAMESHWAR COLLEGE, SOLAPUR
AUTONOMOUS

5.2.1 Placement during the year

2023-24

5.2.1 Number of outgoing students who got placement during the year		
Sr. No.	Name of student placed with his/her contact details	Programme Completed
1	Ms.Pradnya Jawaharlal Waghmode	BCOM III
2	Ms. Nikita Namanand Patil	BBA III
3	Ms.Savita Deepak Ugade	BBA III
4	Mr. Sagar Sanjay Nagtilak	BBA III
5	Ms.Prajakta Satish Waghode	BBA III
6	Ms.Sakshi Umashnakar Lature	BBA III
7	Mr.Rutaraj Shriram Joshi	BBA III
8	Ms.Ashalesha Ravindra Bolamal	BBA III
9	Mr.Om Vijaykumar Bhavi	BBA III
10	Ms.Patil Jainoddin Ayan	BCOM III
11	Ms.Tejasvi Eknath Shinde	BCOM III (Mktg,)
12	Mr. Satish Revansiddha Gumade	BCOM III
13	Mr. Ravi Dhareppa Talwar	BCOM III
14	Mr. Ganesh Mahantesh Patil	BCOM III
15	Mr. Vishal Sutar	BCOM III
16	Mr. Kartik Vauinath Mitkar	BCOM III
17	Mr. Sagar S Kamble	BCOM III
18	Mr. Ritesh Bhavi	BCOM III
19	Mr. Deepak Nagnath Jamdade	MCOM III
20	Ms. Gauri Batgeri	BCOM III
21	Mr. Laxman Kurme	MCOM III
22	Ms. Rajnandini Tote	BBA III
23	Ms. Mahalaxmi S. Dudhyal	BCOM III
24	Ms. Prajkata Shrikisan Pardeshi	BCOM III
25	Mr.Laxmikant Shivaappa Kumasagi	BCOM III
26	Ms.Anjali Maruti Dharmshwale	BCOM III
27	Ms.Pranali Pramod Gaikwad	BCOM III
28	Ms. Neha Manoj Thakur	BCOM III
29	Mr.Shirish Gaikawad	BCOM III
30	Mr.Minaj Mulani	BCOM III

31	Mr. Govind N. Ganji	BCOM III
32	Mr. Hemant Rathod	BCOM III
33	Ms.Laxmi Subhash Devkote	BCOM III
34	Ms. Sakshi Raju Patole	BCOM III
35	Ms.Amaraja Satish Kulkarni	BCOM III
36	Ms.Aarti Santosh Raut	BCOM III
37	Mr. Dharmanna Rajkumar Ajvale	BCA III
38	Ms. Gauri Batgeri	BCOM III
39	Ms.Sariksha Kawathe	BCOM III
40	Ms.Gautami G. Manure	BCOM III
41	Narayankar Yallappa Anandrao	B.A. III
42	Kadam Suraj Sanjay	B.A. III
43	Mulla Sameer Abdul	B.A. III
44	Mane Prashil Parmeshwar	B.A. III
45	Khandekar Bilensiddha Shavarsiddha	B.A. III
46	Konade Abhishek Mahadev	B.A. III
47	Pujari Krishna Hanamant	B.A. III
48	Shelake Mohini Vitthal	B.A. III
49	Gavade Rangsiddha Bapu	B.A. III
50	Kapase Sagar Shivsharan	B.A. III
51	Jeure Aakash Kashinath	B.A. III
52	Ghodke Birappa Putlaji	B.A. III
53	Mr. Ravishankar Dadarao Khochare	B.Sc. III
54	Mr. Patil Vishwajit	M.A. II
55	Mr. Shaikh Shahid	M.A. II
56	Madgundi Satish Madgundi	B.Com.
57	Gumade Satish Revansiddha	B.Com.
58	Kedar Siddharam Gavandi	B.Com.
59	Dhalge Shrinivas Shivram	B.Com.
60	Hulle Sushant Sanjay	B.Com.
61	Jeure Samarth Shekhar	B.Com.
62	Shilavnt Nagesh Shrishail	B.Com.
63	Patil Prasad Dattatray	B.Com.
64	Patil Ganesh Rajkumar	B.Sc.
65	Chandanshive Pradip Chandanshive	B.Sc.
66	Malage akash chandrakant	BBA
67	Chincholi Mallikarjun Hanmant	BBA
68	SHINDE SAURABH SUBHASH	BBA
69	Kalakar ajinkya Sugriv	M.Com.
70	KONDA AKSHAY KISAN	M.Com.
71	Jadhav Prachiti Prasad	M.Sc.
72	Kembhavi Soundarya Mahadevappa	M.Sc.
73	Mr. Gajakosh Sourabh	M.A. II
74	Mr. Hajare Parmeshwar	M.A. II
75	Mr. Sonkade Birappa	BA. III
76	Mr. Vishal Chargundi	B.Sc.III



Genius Consultants Ltd.
Regd. & Corporate Office:
Synthesis Business Park Tower, 1C, 1st Floor, CSD
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BENGAL, INDIA, CIN No.: U74140WB1993PLC00911
Ph: 033-65415899-91
Email: enquiry@geniusconsultant.com
Web: www.geniusconsultant.com

DATE: 15 Oct 2023
NAME: NIKITA NAMANAND PATIL
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear NIKITA NAMANAND,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE - TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

1. Submission of Aadhar Card
2. Submission of Pan Card
3. Date Of Birth: DD/MM/YY (The DOB & Name should be matched with both ID Proof).

On Deputation for training will be at IFB INDUSTRIES LTD-(CSR DIVISON) , with effect from 16 Oct 2023 for a job training. You are entitled to Monthly Gross of Rs. 12465.00/- (PF, ESIC, P Tax, LWF will be deducted from your Gross as per statutory norms and accordingly you will get your Net Take Home).

Please meet the concerned HR officer to know the date, place & Time of scheduled Training.

After successfully completion of your training and based on your performance and rating scale, you will be deputed at IFB INDUSTRIES LTD-(CSR DIVISON) .

The detailed appointment letter will be issued only after joining with successfully completion of your training and performance evaluation. You need to submit all testimonials and necessary documents. "Your appointment will be confirmed subject to submission of the Pan and Aadhar card (scan copy of the original card, no other document will be accepted) and other credentials".

We take this opportunity to welcome you to this progressive and dynamic organization with a great future.

Regards,

FOR GENIUS CONSULTANT LTD.



AUTHORIZED SIGNATORY

I have understood the terms and conditions of this agreement and the implications thereof. I hereby accept the aforesaid terms and conditions and agree to abide by the same.

Name :

Date & Time :

Place :

Signature :





DATE: 15 Oct 2023
NAME: SAVITA DEEPAK UGADE
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear SAVITA DEEPAK,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE – TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :

Date & Time :

Place :

Signature :





Genius Consultants Ltd.
Regd. & Corporate Office:
Synthesis Business Park Tower 1C, 1st Floor, CBD
Acree Area - II, New Town, Kolkata -157, WEST
BENGAL, INDIA, CIN No.: U74140WB1993PLC025277
Ph. 333-45411500 01
Email: enquiry@geniusconsultants.com
Web: www.geniusconsultants.com

DATE: 16 Oct 2023
NAME: SAGAR SANJAY NAGTILAK
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear SAGAR SANJAY,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE - TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :
Date & Time :
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Genius Consultants Ltd.
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BENGAL, INDIA, CEI No.: U72102WB1992PLC01977
Ph: 911-65413300-01
Email: enquiry@geniusconsultant.com
Web: www.geniusconsultant.com

DATE: 16 Oct 2023
NAME: PRAJAKTA SATISH WAGHMODE
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear PRAJAKTA SATISH,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE - TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :

Date & Time :

Place :

Signature :





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Regd. & Corporate Office:
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BENGAL, INDIA, CIN No.: U74140WB1993PLC039
Ph.: 033-45413500/01
Email: enquiry@geniusconsultant.com
Web: www.geniusconsultant.com

DATE: 15 Oct 2023
NAME: SAKSHI UMASHANKAR LATURE
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear SAKSHI UMASHANKAR,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE - TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Date & Time :
Place :
Signature :





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Regd. & Corporate Office:
Synthesis Business Park Tower, 1C, 1st Floor, CSD 1,
Action Area - II, New Town, Kolkata - 75, WEST
BENGAL, INDIA, CIN No.: U71102WB1991PLC056779
Ph. 033-0515300 01
Email: enquiry@geniusconsultant.com
Web: www.geniusconsultant.com

DATE: 15 Oct 2023
NAME: RUTURAJ SHRIRAM JOSHI
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear RUTURAJ SHRIRAM,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE – TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :

Date & Time :

Place :

Signature :





DATE: 16 Oct 2023
NAME: ASHALESHA RAVINDRA BOLAMAL
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear ASHALESHA RAVINDRA,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE – TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :
Date & Time :
Place :
Signature :





DATE: 16 Oct 2023
NAME: OM VIJAYKUMAR BHAVI
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear OM VIJAYKUMAR,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE – TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :
Date & Time :
Place :
Signature :





Genius Consultants Ltd.
Regd. & Corporate Office:
Synthesis Business Park Tower 1C, 1st Floor, CED
Action Area - II, New Town, Kolkata-137, WEST
BENGAL, INDIA, CIN No: U74143WB1991PLC0311
Ph: 933-65112003 01
Email: hr@geniusconsultant.com
Web: www.geniusconsultant.com

DATE: 16 Oct 2023
NAME: PATIL JAINODDIN AVAN
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear PATIL JAINODDIN,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as COUNTER SALES REPRESENTATIVE – TRAINEE. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :

Date & Time :

Place :

Signature :





DATE: 16 Oct 2023
NAME: TEJASVI EKNATH SHINDE
BRANCH: IFB BRANCH

SUB: - OFFER LETTER

Dear TEJASVI EKNATH,

With reference to your application and subsequent interview with us, the management is pleased in offering you a contractual outsourced assignment as **COUNTER SALES REPRESENTATIVE - TRAINEE**. However, this offer is subject to fulfillment of the following 3 (three) condition for joining in the training session.

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Name :
Date & Time :
Place :
Signature :





Gujarat Co-operative Milk Marketing Federation Limited

BAJAJ ALLIANZ HOUSE, 204 & 205, IIND FLOOR, AIRPORT ROAD, OPP. GUNJAN CINEMA,
YERWADA, PUNE - 411006. TEL.: 020-26680388, 26680301, 202-32901523 FAX : 020-26680399
Email: pune@amul.coop

PZO: PSNI.: 488

January 22, 2024

Shri Laxman Raju Kurme
18/A, Shama Nagar, Modi
Sat Rasta, Solapur,
Maharashtra 413003.

Thru: Branch Manager, Solapur
Branch.

Dear Shri Laxman Kurme,

APPOINTMENT LETTER

With reference to your application and subsequent interview, we are pleased to appoint you as under:

DESIGNATION	:	RESOURCE PERSON - I (RP-I)
PLACE OF POSTING	:	SOLAPUR BRANCH OFFICE
HEADQUARTER	:	SOLAPUR
REPORTING TO	:	BRANCH MANAGER, SOLAPUR
BASIC SALARY	:	RS. 10500/- P.M.
PAY SCALE	:	RS. 10500-500-23000/-

Your appointment is subject to following terms and conditions:

TERMS & CONDITIONS

- 1.01 At the time of reporting for duty, you are required to produce Relieving Certificate from the last employer, if any, together with certified copy of the same. You shall sign the enclosed Declaration for Non-disclosure of Confidential Information at the time of joining the services of Federation.
- 1.02 You will be required to work as per rules and regulations of Federation in force from time to time.
- 1.03 You will be entitled to all the allowances and benefits as per the rules and regulations of the Federation in force from time to time.
- 1.04 You will be on probation for a period of ONE YEAR with effect from the date of joining and unless confirmed in writing, you will continue to be on probation even after the end of the period of one year. You will not be entitled to any increment during probation period. Probation period can be extended, if necessary.

Amul SAGAR

HEAD OFFICE : AMUL DAIRY ROAD, ANAND 388 001, INDIA
PHONE : (02692) 258506 / 258507 / 258508 FAX : (02692) 240208 www.amul.com



Grey Knight Services

201, Sudarshan Heights, 1st Floor Damani Nagar-Solapur 413001

Web: www.greyknightservices.com

Grey Knight Services LLP/HR/LDA/ 240107

15th January , 2024

Ms. Rajnandini Jaideep Tote

Block No- 4, Wing-C, Trupti Corner Apartment, Modikhana, Saat Rasta, Solapur

Subject: Letter of Appointment – Customer Care Executive

Dear, **Rajnandini Jaideep Tote,**

With reference to your application and subsequent interviews you had with us, we are pleased to engage you as a **Customer Care Executive** with us on the following terms and conditions:

- 1. Commencement of employment:** Your engagement duration shall be with effective from January 15th 2024.
- 2. Salary:** During your engagement period you shall be entitled to a remuneration of INR **9500** pm. For details, please refer Annexure-A appended to this letter.
- 3. Employee Documents:** You will be required to submit your educational certificates such as school, degree/diploma certificate/mark sheet (including school certificate as evidence to prove your date of birth), passport size photograph, address proof etc.
- 4. Job Title:** You have been allowed as a Customer Care Executive on the presumption that the particulars furnished by you in your application, and resume are correct. In case, the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, the engagement with the company will stand terminated / cancelled without any notice. You are requested to report to **Ms. Aasiya Tamboli** at **Grey Knight Services LLP, Solapur**.
- 5. Place of posting:** During your engagement with the company, you will be liable to get transferred or deputed to any of the offices/ departments, units of the company, Associates/Subsidiary/Group Companies, whether existing or to be setup/acquired anywhere in India, on similar terms and conditions of engagement.
- 6. Applicability of Company Policy:** During your engagement with the company, you will be governed by the service rules & regulations of the company in force or as introduced or amended from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc. You will be governed by Company's policies and rules regarding Corporate Governance, misconduct, indiscipline and other matters.
- 7. Confidentiality & Non-Disclosure:** You are required not to divulge, communicate or pass on any information in any aspect of the company to any one not employed by the company. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding any other terms mentioned in this engagement letter including the fixed period of engagement. All clauses mentioned in Confidentiality & Non-Disclosure agreement shall apply to you during your services with the company & select clauses shall also apply, post separation from the Company.

8. **Company property:** You are required to deal with the company's material, equipment, documents and any other property with utmost honesty and professional ethics. Every tool, equipment, machine, materials which you would use, shall always be treated as in trust with you and any damage except normal wear and tear, if you are found guilty at any point of time of moral turpitude or dishonesty in dealing with the property of the company or of theft or of misappropriation regardless of the value involved, your engagement shall be terminated with immediate effect notwithstanding any other terms & conditions mentioned in this letter, failing for which the cost of the same will be recovered from you by the Company.
9. **External Employment:** You are required not to engage yourself in any other gainful commercial employment, business or activity, part time or full time, directly or indirectly simultaneously as long as you are engaged with **GREY KNIGHT SERVICES LLP** or engage yourself directly or indirectly in any other profitable business connected with the dealing or activity of the company in any way. Any action to the contrary shall render your engagement liable for termination notwithstanding any other condition in this letter.
10. **Lien:** Your engagement as Customer Care Executive will not give you any right of appointment or lien for any permanent employment in the company.
11. **Termination of Employment:** Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give **one month's** notice or remuneration in lieu thereof.
12. **Nature of Duties:** The company will expect you to work with high standard of initiative, efficiency, loyalty, economy and such additional duties as the company may call upon you to perform from time to time.
13. **Code of Conduct:** You will be required to sign a "CODE OF CONDUCT" which is annexed along with & will constitute a part of engagement letter. Any breach in the opinion of management of any of the provisions of the "Code of Conduct" as annexed with this letter, would render your services liable for termination with immediate effect notwithstanding any other conditions in the engagement letter.
14. **Hours of Work:** The normal working days are Monday through Sunday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are between 9:00am to 8:00pm and you are expected to work not less than 54 hours each week, and if necessary for additional hours depending on your responsibilities.
15. **Leave/Holidays:** You shall be entitled to Leaves after completion of Probation period i.e. 6 months.
 1. You are entitled to casual leave of 12 days.
 2. You are entitled to 5 working days of paid sick leave.
 3. The Company shall notify a list of declared holidays in the beginning of each year.
16. **Governing Law/Jurisdiction:** Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court, Maharashtra only.
17. **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.
18. **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.

- 19. Acceptance of our offer:** Please read the document carefully and return one signed copy of the 'Letter of Appointment' & 'Code of Conduct' (Annexure - B) in acceptance to the same. You may ask the Human Resources Manager, any questions pertaining to the 'Letter of Appointment'.

Annexure - A
Annual Remuneration along with break-up

Name of Associate : Rajnandini Jaideep Tote
Employee Code : 240107
Title : Customer Care Executive
Location : Solapur
Effective Date : January 15th 2024

Particulars	Entitlement PM (INR)	Entitlement PA (INR)
Part A - Salary		
Basic pay (Basic + VDA)	3,360	40,320
HRA	1,120	13,440
Conveyance Allowance	1,120	13,440
Attendance Incentive	1,500	18,000
Other Allowance	2,400	28,800
Total Salary	9,500	114,000
Part B - Deductions		
Employee PF	403	4,838
Professional Tax	0	0
ESIC	42	504
Net Salary (A-B)	9,055	108,658
Part C - Benefits		
Employer PF	403	4,838
Gratuity	-	-
Net Salary (A+C)	9,903	118,838

Notes:

- Income Tax will be deducted at source if applicable as per Income Tax rules.
- As per applicable statutory rules / policies of the Company.
- Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting manager.
- Attendance incentive shall be applicable as per policies of the Company.

Annexure – B Employee Code of Conduct.

As an employee, you are responsible to behave appropriately at work. We outline our expectations here. We can't cover every single case of conduct, but we trust you to always use your best judgement. Reach out to your manager or HR if you face any issues or have any questions.

1. Dress code:

Our company's official dress code is [Business/ Business Casual/ Smart Casual/ Casual.] However, an employee's position may also inform how they should dress. If you frequently meet with clients or prospects, please conform to a more formal dress code. We expect you to be clean when coming to work and avoid wearing clothes that are unprofessional (e.g. workout clothes, Toned Jeans, Crop Tops). As long as you conform with our guidelines above, we don't have specific expectations about what types of clothes or accessories you should wear. We also respect and permit grooming styles, clothing and accessories that are dictated by religious beliefs, ethnicity or disability.

2. Cyber security and digital devices:

This section deals with all things digital at work. We want to set some guidelines for using computers, phones, our internet connection and social media to ensure security and protect our assets.

Internet usage:

Our corporate internet connection is primarily for business. But, you can occasionally use our connection for personal purposes as long as they don't interfere with your job responsibilities. Also, we expect you to temporarily halt personal activities that slow down our internet connection (e.g. uploading photos) if you're asked to.

You must not use our internet connection to:

- I. Download or upload obscene, offensive or illegal material.
- II. Send confidential information to unauthorized recipients.
- III. Invade another person's privacy and gain access to sensitive information.
- IV. Download or upload pirated movies, music, material or software.
- V. Visit potentially dangerous websites that can compromise our network and computers' safety.
- VI. Perform unauthorized or illegal actions, like hacking, fraud or buying/selling illegal goods.

3. Cell phone:

- I. We allow use of cell phones at work. But, we also want to ensure that your devices won't distract you from your work or disrupt our workplace. We ask you to follow a few simple rules:
- II. Use your cell phone in a manner that benefits your work (business calls, productivity apps, calendars.)
- III. Keep personal calls brief and use an empty meeting room or common area so as not to disturb your colleagues.
- IV. Avoid playing games on your phone or texting excessively.
- V. Don't use your phone for any reason while driving a company vehicle.
- VI. Don't use your phone to record confidential information.

- VII. Don't download or upload inappropriate, illegal or obscene material using our corporate internet connection.
- VIII. Also, you must not use your phone in areas where cell phone use is explicitly prohibited (e.g. while reporting managers on floor.)

4. Corporate email

- I. Email is essential to our work. You should use your company email primarily for and only work purpose.
- II. Work-related use. You can use your corporate email for work-related purposes without limitations. For example, you can sign up for newsletters and online services that will help you in your job or professional growth.
- III. Personal use. You cannot use your work email for personal reasons and avoid spamming and disclosing confidential information. For example, you cannot send emails to friends and family.

Our general expectations

- I. No matter how you use your corporate email, we expect you to avoid:
- II. Signing up for illegal, unreliable, disreputable or suspect websites and services.
- III. Sending unauthorized marketing content or emails.
- IV. Registering for a competitor's services, unless authorized.
- V. Sending insulting or discriminatory messages and content.
- VI. Spamming other people's emails, including your co-workers.
- VII. In general, use strong passwords and be vigilant in catching emails that carry malware or phishing attempts. If you are not sure that an email you received is safe, ask our [Security Specialists.]

5. Social media

We want to provide practical advice to prevent careless use of social media in our workplace. We address two types of social media uses: using personal social media at work and representing our company through social media.

Using personal social media at work

- I. You are permitted to access your personal accounts at work. But, we expect you to act responsibly, according to our policies and ensure that you stay productive. Specifically, we ask you to:
- II. Discipline yourself. Avoid getting side tracked by your social platforms.
- III. Ensure others know that your personal account or statements don't represent our company. For example, use a disclaimer such as "opinions are my own."
- IV. Avoid sharing intellectual property (e.g trademarks) or confidential information. Ask your manager or PR first before you share company news that's not officially announced.
- V. Avoid any defamatory, offensive or derogatory content. You may violate our company's anti-harassment policy if you direct such content towards colleagues, clients or partners.

6. Conflict of interest

When you are experiencing a conflict of interest, your personal goals are no longer aligned with your responsibilities towards us. For example, owning stocks of one of our competitors is a conflict of interest. In other cases, you may be faced with an ethical issue. For example, accepting a bribe may benefit you financially, but it is illegal and against our business code of ethics. If we become aware of such behaviour, you will lose your job and may face legal trouble. For this reason, conflicts of interest are a serious issue for all of us. We expect you to be vigilant to spot circumstances that create conflicts of interest, either to yourself or for your direct reports. Follow our policies and always act in our company's best interests. Whenever possible, do not let personal or financial interests get in the way of your job. If you are experiencing an ethical dilemma, talk to your manager or HR and we will try to help you resolve it.

7. Employee relationships

We want to ensure that relationships between employees are appropriate and harmonious. We outline our guidelines and we ask you to always behave professionally.

I. Fraternization

Fraternization refers to dating or being friends with your colleagues. In this policy, "dating" equals consensual romantic relationships and sexual relations. Non-consensual relationships constitute sexual violence and we prohibit them explicitly.

II. Dating colleagues

If you start dating a colleague, we expect you to maintain professionalism and keep personal discussions outside of our workplace. You are also obliged to respect your colleagues who date each other. We won't tolerate sexual jokes, malicious gossip and improper comments. If you witness this kind of behaviour, please report it to HR.

III. Dating managers

To avoid accusations of favouritism, abuse of authority and sexual harassment, supervisors must not date their direct reports. This restriction extends to every manager above an employee.

IV. Friendships at work

Employees who work together may naturally form friendships either in or outside of the workplace. We encourage this relationship between peers, as it can help you communicate and collaborate. But, we expect you to focus on your work and keep personal disputes outside of our workplace.

V. Employment of relatives

Everyone in our company should be hired, recognized or promoted because of their skills, character and work ethic. We would not like to see phenomena of nepotism, favouritism or conflicts of interest, so we will place some restrictions on hiring employees' relatives. To our company, a "relative" is someone who is related by blood or marriage within the third degree to an employee. This includes: parents, grandparents, in-laws, spouses or domestic partners, children, grandchildren, siblings, uncles, aunts, nieces, nephews, step-parents, step-children and adopted children. As an employee, you can refer your relatives to work with our company.

8. Workplace visitors

If you want to invite a visitor to our offices, please ask for permission from our [HR Manager/ Reporting Manager/ Office Manager] first. Also, inform our [reception/ gate/ front-office] of your visitor's arrival. Visitors should sign in and show identification.

When you have office visitors, you also have responsibilities. You should:

- Always tend to your visitors (especially when they are underage.)
- Keep your visitors away from areas where there are dangerous machines, confidential records or sensitive equipment.
- Prevent your visitors from proselytizing your colleagues, gathering donations or requesting participation in activities while on our premises.

Anyone who delivers orders, mail or packages for employees should remain at our building's reception or gate. If you are expecting a delivery, [front office employees/ security guards] will notify you so you may collect it.



Grey Knight Services

201, Sudarshan Heights, 1st Floor Damani Nagar-Solapur 413001

Web: www.greyknightservices.com

9. Solicitation and distribution

Solicitation is any form of requesting money, support or participation for products, groups, organizations or causes which are unrelated to our company (e.g. religious proselytise, asking for petition signatures.) Distribution means disseminating literature or material for commercial or political purposes. We don't allow solicitation and distribution by non-employees in our workplace. In all cases, we ask that you do not disturb or distract colleagues from their work.

Yours Sincerely,

For **Grey Knight Services LLP**

Accepted



Darden Bronkhurst
Co-Founder.

Rajnandini Jaideep Tote.





To,
Mahalaxmi Shridhar Dudhyal,

394, Shivganga Chowk,
Nilam Nagar, MIDC Road,
Solapur.

Contact No- 801 055 9927
Email ID- mahalaxmidudhyal@gmail.com

Dear ,

Mahalaxmi Dudhyal,

We are pleased to appoint you as a **Telecalling Executive** on the following terms and conditions:

1. Appointment:

You have been hired as a **Telecalling Executive** in the organization with effect from 25th January, 2024. You will be based in our **Solapur Office** and shall report to **Mr. Suhas Admane (Managing Director)** and in the absence of that, to or such other person in the Company as may be indicated to you from time to time.

2. Probation period:

Your service will be on probation for first 3 months during which you will be evaluated on multiple parameters at the end of every month during probation period depending on your performance, employment will be confirmed. The period of Probation may be extended at the Discretion of the Company.

3. Remuneration:

Your Per Month Package will be ₹8000/- (Eight Thousand Rupees Only.)

Salary will be processed on the basis of sales target as per mentioned below :

Sr No	Monthly Achievement	Percentage
1	1 st Month Achievement	80%
2	2 nd Month Achievement	90%
3	3 rd Month Achievement	100%

Note: This Remuneration will affect from 25th January, 2024. The Company holds the right to revise the remuneration based on your performance with a 10-day notice.

Monthly Goals to be achieved

Sale of 3000 boxes of Water.

4. Hours of Work: Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from Monday to Sunday.

Your Primary Responsibilities include, but not limited to the following,

- Regularly reviewing / follow-ups of clients' requirements
- Calling to clients & Represent the all type of products (whatever company Manufactured)
- Distributor level Inventory management day to day.
- Handle day to day activity of manpower planning, route management and handle the query over mail & Call.
- Support to Customer Care team for proper and prompt response to customers
- Making sure the company's key personnel are available as needed
- Meeting with and ironing out details with numerous distributors, service providers and vendors
- Ensuring that deadlines are met without compromising quality
- Handling of clients Queries & provide all details as per requirements
- Providing a leadership support function to teams and motivating staff to achieve production goals.
- Responsible for any wrong doing by staff (S.O./S.R./team member) which will impact the Company employees, vendors, partners, company's brand image.
- Plan, arrange and conduct meetings and events for brand awareness and sale by collaborating with hotels, organizations and associations/forums.
- Grow new leads through calling.
- Establish analytics with sales to understand how our marketing activity turns into counters, and continually refine our process to start new counters.
- Monitor and engage in relevant social discussions about our company, competitors, and/or industry, both from existing leads and counters as well as from new audiences.
- Work alongside other marketers and content marketers to help distribute content that educates and entertains our audience and supports marketing goals.
- Actively participate and contribute ideas for promotional activities and events.

5. Conduct and Discipline:

You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions made by the Company. During your association with the firm, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests and devote the whole of your time, attention and abilities to its affairs.

You shall during the continuation of your association with **Spenca**

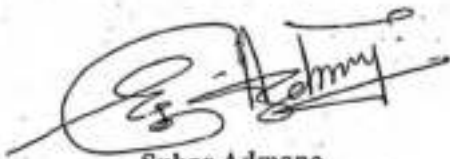
- Not engage in any other employment or competing activity, in the absence of prior written approval from the company, which may be withheld by the Company at its sole discretion. You will ensure that none of your family members will engage in any competitive activity.
- Not directly or indirectly accept any commission, profits, presents or gratification of any kind from any person, firm, or company having dealings with **Spenca World** and if you are offered any such commission, profits, presents or gratification, you shall immediately report the same to the company management in writing and if called upon to do so by the company, shall forthwith hand over the same to the company; o Inform the company without delay of any dishonesty on the part of any other employee of the company that may come to your knowledge;
- Not wilfully waste, spoil, embezzle or destroy any tools, implements, machinery or other property committed to your care or charge

6. Leave and other employment conditions:

You shall be entitled / governed by the company's leave rules and other HR policies of the company stating a weekly off of 1 day. Such rules are liable to change from time to time.

This Agreement is made subject to your not being under any obligation to any other employer. Please sign below as a declaration of having read, understood and agreed to the contents of this Agreement

I look forward to a long term association with you. Best Wishes.



Suhas Admane

Director

I accept

Mahalaxmi Dudhyal



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234542942/Pune/BPS/BTN
Date:22/01/2024

Dear Mr. Laxmikant Shivaappa Kumasagi,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
TCSL/DT20234542942

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC034701

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Selection mailer_BPS Campus Interview Inbox



Amatullah Lig... 28/12/2023

to me ▾



TCS Confidential

Dear LAXMIKANT Shivaappa KUMASAGI

Greetings from TCS!!! Hope you are doing good!!!

Congratulations!!!

We are pleased to inform you that basis your performance in the Interview process for BPS you have been selected. We will be releasing your Provisional Offer Letter post internal checks.

The Regional TCS Campus Talent Acquisition Team would be sending you an e-mail for the documentation checks post completion of your degree and your offer letter will be released only subject to you meeting the TCS eligibility criteria.

Kindly be informed that the eligibility checks will be done at multiple stages during the hiring process.

Wish you all the very best.

Best Regards,

TCS Talent Acquisition Team

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234555096/Pune/BPS/BTN
Date:10/01/2024

Dear Ms. Anjali Maruti Dharmshale,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
 TCSL/DT20234555096

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Moon, Pune - 411 057
 Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
 Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
 Corporate Identification No. (CIN): L22210MH1995PLC004701

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Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234555096/Pune/BPS/BTN** on 23.2.2024 (DD/MMM/YYYY).

Signature: Arijay.

Name: Arijay Maruti Dharmshale.

Date: 23.2.24.

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TCSL/DT20234555096

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 73, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC004781

2



Amatullah Lightwala 15:50



to me v

TCS Confidential

Dear ANJALI Maruti DHARMSHALE

Greetings from TCS!!! Hope you are doing good!!!

Congratulations!!!

We are pleased to inform you that basis your performance in the interview process for BPS you have been selected. We will be releasing your Provisional Offer Letter post internal checks.

The Regional TCS Campus Talent Acquisition Team would be sending you an e-mail for the documentation checks post completion of your degree and your offer letter will be released only subject to you meeting the TCS eligibility criteria.

Kindly be informed that the eligibility checks will be done at multiple stages during the hiring process.

Wish you all the very best.

Best Regards,

TCS Talent Acquisition Team

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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

----- Forwarded message -----

From: **Amatullah Lightwala** <amatullah.l@tcs.com>

Date: Thu, 28 Dec, 2023, 4:23 pm

Subject: Rejection Mailer_TCS BPS Campus Interview

To: nehathakur4919@gmail.com <nehathakur4919@gmail.com>

TCS Confidential

Dear NEHA Manoj THAKUR

Greetings from TCS!!! Hope you are good!!!

Thank you for taking part in the TCS BPS Hiring Selection Process.

We regret to inform you that you have not cleared the Interview Selection Process. You can keep exploring the upcoming career possibility at <https://www.tcs.com/careers/india>

Wishing you all the best for all your future endeavors!!!

Best Regards,

TCS Talent Acquisition Team

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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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234546088/Pune/BPS/BTN
Date:22/01/2024

Dear Mr. Shirish Machindra Gaikwad,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
TCSL/DT20234546088

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Mean, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nival Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Selection mailer_BPS Campus Interview Inbox



Amatullah Lig... 12/28/2023

to me ▾



Roll No - 2323533
B.Com 3rd year
Division - 'C'

TCS Confidential

Dear SHIRISH Machindra GAIKWAD

Greetings from TCS!!! Hope you are doing good!!!

Congratulations!!!

We are pleased to inform you that basis your performance in the interview process for BPS you have been selected. We will be releasing your Provisional Offer Letter post internal checks.

The Regional TCS Campus Talent Acquisition Team would be sending you an e-mail for the documentation checks post completion of your degree and your offer letter will be released only subject to you meeting the TCS eligibility criteria.

Kindly be informed that the eligibility checks will be done at multiple stages during the hiring process.

Wish you all the very best.

Best Regards,

TCS Talent Acquisition Team

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are



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Accommodat



Provisional Offer : **BUSINESS PROCESS SERVICES**
Ref: TCSL/DT20234524365/Pune/BPS/BTN
Date:10/01/2024

Dear Ms. Minaj Firoj Mulani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
TCSL/DT20234524365

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maharashtra, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: <http://www.tcs.com>
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 408 021
Corporate Identification No. (CIN): L22210MH1995PLC054761

1



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20234524365/Pune/BPS/BTN on 22/02/24 (DD/MMM/YYYY).

Signature: M.F. Mulani

Name: Mulani Minraj Firoj

Date: 22/02/24

Private and Confidential
TCSL/DT20234524365

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGTD Phase III, Hinjawadi - Main, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nival Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084701

2





HRD/MML/O/74822/24
12/Feb/2024

Mr.Govind Narayan Ganji
43,Swami Samarth,
Patil Nagar,Midc Road,
Solapur,Maharashtra
Pin: 413007

Dear Mr.Govind Narayan Ganji

It gives us pleasure in offering you a position with the Muthoot Microfin Limited. This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title :

You will be designated as Relationship Officer-Operations

2. Reporting:

You will be reporting to the Branch Relationship Manager-Operations

3. Location:

Your first posting will be at Akkalkot , Maharashtra

4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.229236.00 /-** (Rupees Two Lakhs Twenty-Nine Thousand Two Hundred Thirty-Six Only) the details of which are been given in the Annexure attached



HRD/MML/O/74793/24

12/Feb/2024

Mr.Hemant Rathod
A/P: Kulkarni Tanda,
Hattur South Solapur,
Maharashtra
Pin: 413004

Dear Mr.Hemant Rathod

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited**. This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title :

You will be designated as **Relationship Officer-Operations**

2. Reporting:

You will be reporting to the **Branch Relationship Manager-Operations**

3. Location:

Your first posting will be at **Mohol , Maharashtra**

4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.229236.00 /-** (**Rupees Two Lakhs Twenty-Nine Thousand Two Hundred Thirty-Six Only**) the details of which are been given in the Annexure attached

MUTHOOT MICROFIN LIMITED
CIN: L32519MH1992PL000228

Regd. Office: 15th Floor, Parvati Chambers, Bandra Kurla Complex, Bandra East, Mumbai, Maharashtra - 400011
Administrative Office: 5th Floor, Muthoot Towers, M.G. Road, Kothrud, Coimbatore - 642035 Tel: +91-424-4277500, F: +91-424-2351494 E: info@muthootmicrofin.com
www.muthootmicrofin.com



Date:- 21-Feb-24

Subject: Expression of Interest - Campus

Dear Laxmi Subhash Devkate,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor 1, Customer Service** provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix location.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EO! at campusplacements@concentrix.com.

Concentrix Hiring Team



Name: Sakshi Raju Patole
Roll no: 2323428
Email Id: patolesakshi14@gmail.com
Mobile No: 9307229361

B.COM III

Date:- 13-Mar-24

Subject: Expression of Interest - Campus

Dear Sakshi Raju Patole,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor 1, Customer Service** provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com.

Concentrix Hiring Team

--This is a system generated document and does not require any signature--

CNX/REC/ART/AGHR/EOI/5.0



Date:- 04-Mar-24

Subject: Expression of Interest - Campus

Dear Amaraaja Satish Kulkarni,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor 1, Customer Service provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

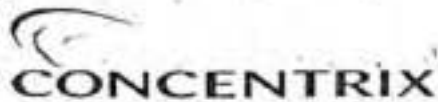
1. Your initial place of work shall be at the company's discretion and can be at any Concentrix location.
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If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com.

Concentrix Hiring Team



Date:- 21-Feb-24

Subject: Expression of Interest - Campus

Dear Aarti Santosh Raut,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor 1, Customer Service** provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com.

Concentrix Hiring Team

--This is a system generated document and does not require any signature--

CNX/REC/ART/AGHR/EOI/S.0



Date:- 28-Feb-24

Subject: Expression of Interest - Campus

Dear Dharmanna Rajkumar Alvale,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor 1, Customer Service** provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOF at campusplacements@concentrix.com.

Concentrix Hiring Team



Date:- 21-Feb-24

Subject: Expression of Interest - Campus

Dear Gauri Batgeri,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor 1, Customer Service provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix location.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com.

Concentrix Hiring Team

--This is a system generated document and does not require any signature--

CNX/R&C/ART/AGHR/EOI/5.0

M
Email - nadafsohel24@gmail.com
Name - Nadaf. Sohel Rajebhai

phone NO. 8421021703
Roll No. 2323219

Concentrix Campus Expression of Interest Letter for Sohel Rajebhai Nadaf (3562384)

message

Campus Placements <campusplacements@concentrix.com>
X: nadafsohel24@gmail.com <nadafsohel24@gmail.com>

Wed, 13 Mar, 2024 at 12:

Dear Sohel Rajebhai Nadaf,

Congratulations on clearing the initial rounds of assessments with Concentrix Daksh Services India Pvt. Ltd., and being a chosen few to have been issued the Expression of Interest letter.

We would like to take this opportunity to wish you all the best for your final college year and we hope that you do well academically and take away a good education.

Looking forward to having you undergo and clear the Project fitment round once you have completed your final year exams and join us post that.

Best wishes and warm regards,
Concentrix Hiring Team

Sat, Mar 11, 2:08 PM (6 days ago)

Vandana Purohit <vkpjune18@gmail.com>

to Abhishek, Anupriya, pandasneha738@gmail.com, Jitesh, me

Dear Vandana,

We are pleased to inform you that 2 students have been selected as **Graduate Trainee** with ICICI Prudential Life Insurance. Their details are shared below.

Please consider this email as a confirmation of their candidature with us.

Selected Students Name
Abhishek Dhotri
Imran Khureshi

Kindly share their ATSID. Ask them to register through the below link. Also, kindly ask them to fill up the excel sheet as well.

Campus Link (to create ATS ID): <https://lsmarthire.iciciprulife.com/Campus/>

Regards,

Anushree Patil

Human Resource Department

907525518



Principal Sangameshwar College <principal@sangameshwarcollege.ac.in>

Fwd: RGICL_Apprenticeship Offer Letter - PRANJALI CHAVAN

1 message

Pranjal Chouhan <chavanpranjal682@gmail.com>
To: principal@sangameshwarcollege.ac.in

Thu, Oct 10, 2024 at 1:07 PM

----- Forwarded message -----

From: **SHRADDHA KADAM** <Shraddha.Kadam@relianceada.com>

Date: Thu, Jan 18, 2024, 7:49 PM

Subject: RGICL_Apprenticeship Offer Letter - PRANJALI CHAVAN

To: chavanpranjal682@gmail.com <chavanpranjal682@gmail.com>

Cc: Kajal Deepak Naik/RGI/HR <Kajal.Naik@relianceada.com>, Anup Sharma/RGI/EM-HEALTH PRTNR <Anup.D.Sharma@relianceada.com>, RAJARAM PAWAR/RGI/EM-HLTH AGENCY <Rajaram.Pawar@relianceada.com>

Dear Pranjali,

We are pleased to confirm your Apprenticeship with Reliance General Insurance. You will receive your Appointment letter within 7 working days.

Date of Joining: 19th January 2024

Apprenticeship Pay-out- 9000/-

Mentor - RAJARAM PAWAR 71016014

Working week & Timings: Working week & Timings: Monday to Saturday, 9:45 am to 6:45 pm.

Reporting Address – Reliance General Insurance Co. Ltd.Krishna Plaza Shop -1 to 4 Civil Lines Gandhi Nagar Hotgi Road.

Regards,

Shraddha Kadam
Human Resources
Reliance General Insurance Co.Ltd
8976874109

RELIANCE GENERAL INSURANCE

Tech+ = Live Smart

Presenting

Reliance Health Global

A Health Policy without borders
that protects you globally and covers you in India too!

[Click Here](#)

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s://mail.google.com/mail/u/0/?ik=f9eddcha4f&view=nt&swarc=hall&nnmthidzhsad4f48115014752974896400



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20233931090/Mumbai/BPS/BTN
Date: 30/09/2023

Mr. Alish Ramesh Mane
Tikke Vasti , Salgar Bk , Mangalwedha
Umadi Road
Salgar Bk , Mangalwedha , Solapur.
Salgar Bk-413319
Maharashtra
Tel# 91-9657444841

Dear Mr. Alish Ramesh Mane,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 14,160/- per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is late established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Private and Confidential
TCSL/DT20233931090

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellsping Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400759
Ph: +91 22 8778 3000 Fax 91 22 5729 3300 01 226778 3399 E-mail: corporate.officer@tcs.com, Website: <http://www.tcs.com>
Registered Office: 9th Floor, Nexel Building, Harman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1999PLC064781



Name - Prajka Shrikisan Pardeshi
class - B.COM III Div - C
Roll No - 2323417
MO NO - 9992516364

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234508138/Pune/BPS/BTN
Date:10/01/2024

Dear Ms. Prajka Shrikisan Pardeshi,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
TCSL/DT20234508138

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGDP Phase III, Hinjawadi - Maharashtra, Pune - 411 057
Tel: 91 20 6794 0900 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC654731

1

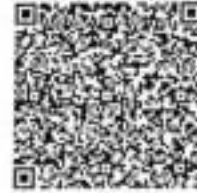


Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20234508138/Pune/BPS/BTN on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

Private and Confidential
TCSL/DT20234508138

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 2 J, RGP Phase III, Hinjawadi - Main, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai: 400 021
Corporate Identification No. (CIN): L22210MH1995PLC024781

2



Selection mailer_BPS Campus Interview

1 message

Amatullah Lightwala <amatullah.l@tcs.com>
To: prajktapardeshi1999@gmail.com <prajktapardeshi1999@gmail.com>

Thu, 28 Dec 2023 at 15:50

TCS Confidential

Dear PRAJKTA Shrikisan PARDESHI

Greetings from TCS!!! Hope you are doing good!!!

Congratulations!!!

We are pleased to inform you that basis your performance in the interview process for BPS you have been selected. We will be releasing your Provisional Offer Letter post internal checks.

The Regional TCS Campus Talent Acquisition Team would be sending you an e-mail for the documentation checks post completion of your degree and your offer letter will be released only subject to you meeting the TCS eligibility criteria.

Kindly be informed that the eligibility checks will be done at multiple stages during the hiring process.

Wish you all the very best.

Best Regards,

TCS Talent Acquisition Team

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

Name:-Goutami.G.Mamure Std:- B.Com-III. Div:-C Roll No:- 2323442
Mobile No :- 9699195531

< VK-CNXREC



Mar 1, 7:39 PM

Congratulations, your profile is shortlisted for a job opening at Concentrix. Visit us for completing further rounds of interview between 02.03.2024 to 02.03.2024, 9.30 Am to 3.00 Pm. Concentrix, Lansum Square, 5th floor, D.No. 55-6-12/33, Beside Srikrishna Temple, IsukaThota, Maddilapalem, Visakhapatnam, Andhra Pradesh, India 530022
-Concentrix

Sl. Number- PUN/0012/AVGD/AAD/2024

(In lieu of and same as Rashtriya Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



RO (HQ) PUNE

Dear Candidate,

1. Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24
2. Your personal details are as under :-
 - (a) Name : NARAYANKAR YALLAPPA ANANDRAO
 - (b) Father/Guardian Name : NARAYANKAR ANANDRAO YALLAPPA
 - (c) Date of Birth : 27-Jun-2003
 - (d) Category/Trade : AGNIVEER (GENERAL DUTY) AIAC
 - (e) Identification Marks :
 - i A black mole 9 cms from the left nipple on the 11- o'clock position
 - ii A black mole on the inner end of LT collar bone
 - (f) Highest Education Qualification : 10th(SSC)
 - (g) Education Qualification for Entry/Recruitment : 10th(SSC)
 - (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, WI, Chest) : -
 - (i) RollNo : PUN MAH PUN AVGD 2023 102600
 - (k) Block/Locality : ANKALKOT
 - (l) District : SOLAPUR
 - (m) State : Maharashtra
 - (n) Pin Code : 413226
 - (o) Regiment Alloted : AAD CORPS CENTRE, GOPALPUR
 - (p) Date of Rally Screening : 22-Nov-2023

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Dear Candidate,

1. Congratulations on being short-listed for enrolment as an Agniveer in the Recruiting Year 2023-24
2. Your personal details are as under :-

(a) Name	: KADAM SURAJ SANJAY
(b) Father/Guardian Name	: SANJAY
(c) Date of Birth	: 25-Dec-2002
(d) Category/Trade	: AGNIVEER (GENERAL DUTY) MARATHA
(e) Identification Marks	: i A BLACK MOLE ON THE RIGHT ANGLE OF JAW BONE ii A BLACK MOLE 3CM TO THE LEFT OF NOSE ON THE LEFT CHEEK
(f) Highest Education Qualification	: 10th(SSC)
(g) Education Qualification for Entry/Recruitment	: 10th(SSC)
(h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, WL, Chest)	: -
(i) RollNo	: PUN MAH PUN AVGD 2023 104042
(k) Block/Locality	: AKKALKOT
(l) District	: SOLAPUR
(m) State	: Maharashtra
(n) Pin Code	: 413216
(o) Regiment Alloted	: MARATHA LIGHT INF CENTRE, BELGAUM
(p) Date of Rally Screening	: 22-Nov-2023



OFFICE OF THE DIRECTOR
Central Industrial Security Force
(Ministry of Home Affairs)

NATIONAL INDUSTRIAL SECURITY ACADEMY
POST: HAKIMPET
CITY: HYDERABAD, STATE: TELANGANA -500078

Letter No.E-38014/CISF/NISA/ADM-IV/CT(TM-2022)/DME/RME/2024-2/2 Dated: 19/07/2024

To,

Roll No. 2231031000094
MULLA SAMEER ABDUL
S/O ABDUL
VIII- A/P BANAJGOL POST HATTIKANBAS TAL.
AKKALKOT,
POST - HATTIKANBAS,
Dist- SOLAPUR,
State- MAHARASHTRA, Pin- 413226.

Subject : RECRUITMENT OF CONSTABLE/TRADESMEN IN - CENTRAL INDUSTRIAL SECURITY FORCE-2022 : OFFER OF APPOINTMENT

Reference your selection to the post of **Constable/Tradesmen/(TAILOR)** in Central Industrial Security Force.

2. You have been **provisionally** selected for appointment as **Constable/Tradesmen/(TAILOR)** in CISF on the following terms and conditions:-

- i. You will draw the pay in the Pay matrix Level-3 Rs.21,700 - 69,100/-.
- ii. Your appointment will be subject to the conditions given in the Agreement Form, which will be required to be filled at the time of reporting at

CISF RTC BHILAI
POST - UTAI
DISTRICT - DURG
STATE - CHHATTISGARH - 491107
NEAREST RLY. STATION - DURG
NEAREST AIRPORT- RAIPUR
NEAREST BUS STAND - UATAI

- iii. You will be on probation for a period of two years.
- iv. The Appointing Authority may discharge you from service at any time during the period of probation, if in their opinion, your work or conduct during this period is considered unsatisfactory or shows that you are not fit for permanent appointment.
- v. You will be considered for confirmation in service on your successful completion of probation and if you are found fit in every respect for confirmation.

Sl. Number- PUN/0031/AVGD/MAHAR/2024

(In lieu of and same as Rajdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Dear Candidate,

1. Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24

2. Your personal details are as under :-

- | | | |
|--|---|---|
| (a) Name | : | MANE PRASHIL PARMESHWAR |
| (b) Father/Guardian Name | : | MANE PARMESHWAR SHIVAJI |
| (c) Date of Birth | : | 10-Sep-2004 |
| (d) Category/Trade | : | AGNIVEER (GENERAL DUTY) MAHAR |
| (e) Identification Marks | : | i. A black mole 5 cm above inner end of left collar bone
ii. A black mole over RT shoulder tip |
| (f) Highest Education Qualification | : | 10th(SSC) |
| (g) Education Qualification for Entry/Recruitment | : | 10th(SSC) |
| (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, WL, Chest) | : | - |
| (i) Roll No | : | PUN MAH PUN AVGD 2023 103629 |
| (j) Block/Locality | : | LOHARA |
| (k) District | : | OSMANABAD |
| (l) State | : | Maharashtra |
| (m) Pin Code | : | 413602 |
| (n) Regiment Alloted | : | MAHAR REGT CENTRE, SAUGOR (MP) |
| (o) Date of Rally Screening | : | 22-Nov-2023 |

JL Number- PUN0007/AVGD/GUARDS/0024

(In lieu of and same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Dear Candidate,

1. Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24
2. Your personal details are as under :-
 - (a) Name : KHANDEKAR BILENSIDDHA SHAVARSIDDHA
 - (b) Father/Guardian Name : KHANDEKAR SHAVARSIDDHA CHANDU
 - (c) Date of Birth : 16-Dec-2003
 - (d) Category/Trade : AGNIVEER (GENERAL DUTY) AIAC
 - (e) Identification Marks :
 - i. A BLACK MOLE AT 7 O CLOCK 1 CM FROM LT NIPPLE
 - ii. A BLACK MOLE ON MID 1/3 INNER ASPECT RT ARM
 - (f) Highest Education Qualification : 10th(SSC)
 - (g) Education Qualification for Entry/Recruitment : 10th(SSC)
 - (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, WL Chest) : -
 - (i) RollNo : PUN MAH PUN AVGD 2023 100568
 - (k) Block/Locality : SOLAPUR SOUTH
 - (l) District : SOLAPUR
 - (m) State : Maharashtra
 - (n) Pin Code : 413228
 - (o) Regiment Aloted : BDE OF THE GUARDS REGT CENTRE, KAMPTEE
 - (p) Date of Rally Screening : 22-Nov-2023

16 Apr 2024

1313UBH2A3

Roll No: ML18AN04F121003241140099
Name: KONADE ANILHAR K MAHADE V
S/o: KONADE MAHADE V NAGAPPA
Village: HANKAI CH
Tehsil: SOLAPUR DISTRICT
Post: AIR BAWDI
District: SOLAPUR
State: Maharashtra
Pin: 413215

CALL LETTER FOR DESPATCH : CEE 10-03-2024

Dear Candidate,

1. Congratulations, You have provisionally been selected for recruitment in **AGRIVEER (GENERAL DUTY)** on the basis of the merit of CEE held on 10-03-2024. Your candidature will be final only after clearing the 'Medical Examination', detailed checking/verification of complete documents and fulfillment of all

2. You are hereby directed to report to **MARATHIA LIGHT INF CENTRE, BELGAUM** at the earliest by **22-Apr-24** alongwith the following documents in original, for enrolment formalities and subsequent despatch to training center:-

- Call up Notice (this letter).
- Admit card and Identity Photograph
- Ten copies of fresh passport size photographs.
- All educational certificates and Marks Sheets in original.
- Gazette or Cross List (X List) if passed as private candidate/holding hand written/duplicate education certificate duly signed by Principal and countersigned by District Education Officer (DEO).
- Domicile certificate issued by DM/SDM, as applicable.
- Caste Certificate issued by Tehsildar/Gram Pradhan/Sarganch (duly mentioned the particular caste).
- Character Certificate duly signed by Gram Pradhan/Sarganch.
- Unmarried/married certificate duly signed by Gram Pradhan/Sarganch.
- Two copies of joint photograph (individual along with his wife) duly verified and attested by Village Sarganch/Tehsildar (For married candidates only).
- Character/Pre verification certificates as per specimen attached duly completed in all respects (i.e. affix a copy of group photo of the family) and authenticate/signed by the competent authority.
- Affidavit for variation in self name/father's name or any other variation in any certificate be produced duly signed by 1st Class magistrate (DM/SDM).
- Two photocopies of all certificates/documents (i.e. educational, domicile, caste, character, unmarried/married, pre verification and affidavits etc).
- Verification of the following be completed from concerned Record Office, if these particulars are not available in the Discharge Book Ex Servicemen/War Widows:-
 - Relation Certificate issued by Records Office concerned only.
 - An 'Affidavit' duly sworn by the candidate in before the Executive Magistrate/Sub Divisional Magistrate of the concerned Tehsil with 'Round Stamp' (Sample copy att).
 - Photo copy of Pay Book/Discharge Book of your father/brother or Pension Book of 'Mother' in case of son of widow duly attested.
 - Death certificate issued by MH/Registrar of Birth and Death in case Father/Brother is deceased.
- For candidates between 17 W and 18 years of age, Affidavit on Rs. 10/- Non Judicial Stamp Paper in English from parents and Notary.
- NCC/Sports Certificate from the concerned authorities if any.
- Pre-verification of Police.
- Copy of PAN, AADHAR and VOTER Cards.

3. This letter stands automatically nullified/cancelled at the time of despatch, if any discrepancy is found in medical/physical/body/lack of production of documents/falsing of facts.

Encls. As above



(SIGNED) ANIL GIREHAR
LT COL
RECRUITING OFFICER
THE MARATHIA LINC

(same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Pujari Krishna Hanamant

Candidate.

Congratulations on being short-listed for enrolment as an Agniveer in the Recruiting Year 2023-24
RO (HQ) Pune

Your personal details are as under :-

- | | | |
|--|---|--|
| (a) Name | : | PUJARI KRISHNA HANAMANT |
| (b) Father/Guardian Name | : | LATE HANAMANT BIRAPPA PUJARI |
| (c) Date of Birth | : | 22-Nov-2002 |
| (d) Category/Trade | : | AGNIVEER (GENERAL DUTY) AIAC |
| (e) Identification Marks | : | i A black mole 3cms from the left nipple on the 10- o'clock position
ii A black mole 6cm from UMBILICUS 12-o'clock position |
| (f) Highest Education Qualification | : | 10th(SSC) |
| (g) Education Qualification for Entry/Recruitment | : | 10th(SSC) |
| (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) | : | - |
| (j) RollNo | : | PUN MAH PUN AVGD 2023 110200 |
| (k) Block/Locality | : | UMARGA |
| (l) District | : | OSMANABAD |
| (m) State | : | Maharashtra |
| (n) Pin Code | : | 413605 |
| (o) Regiment Alloted | : | COMBAT ARMY AVIATION TRG SCHOOL |
| (p) Date of Rally Screening | : | 22-Nov-2023 |

**JOINING LETTER FOR AGNIVEER GD (WOMEN MILITARY POLICE) BY OFFICE OF
ARO RO (HQ) PUNE**



(Vrijay)
Colonel
Director

Dear Candidate,

Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24

Your personal details are as under :-

- (a) Name : SHELAKE MOHINI VITTHAL
- (b) Father/Guardian Name : SHELAKE VITTHAL SURYABHAN
- (c) Date of Birth : 23-Mar-2004
- (d) Category/Trade : AGNIVEER GD (WOMEN MILITARY POLICE) AIAC
- (e) Identification Marks : i A BM OVER RT CHEEK BONE
ii A BM OVER MIDDLE 1/3 OF RT FOREARM
- (f) Highest Education Qualification : 10th(SSC)
- (g) Education Qualification for Entry/Recruitment : 10th(SSC)
- (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) : -
- (j) RollNo : PUN MAH PUN AVWMP 2023 100362
- (k) Block/Locality : SOLAPUR NORTH
- (l) District : SOLAPUR
- (m) State : Maharashtra
- (n) Pin Code : 413222
- (o) Regiment Alloted : CMP CENTRE, BANGALORE
- (p) Date of Rally Screening : 26-Nov-2023

(same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Candidate,

Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24
RO (HQ) Pune

Your personal details are as under :-

- | | | |
|--|---|--|
| (a) Name | : | GAVADE RANGSIDHA BAPU |
| (b) Father/Guardian Name | : | GAVADE BAPU KRISHNA |
| (c) Date of Birth | : | 19-Oct-2002 |
| (d) Category/Trade | : | AGNIVEER (GENERAL DUTY) MARATHA |
| (e) Identification Marks | : | I BM 3 CM FROM RIGHT NIPPLE AT 5 O CLCOK POSITION
II BM 2 CM ABOVE INNER END OF RIGHT COLLAR BONE |
| (f) Highest Education Qualification | : | 10th(SSC) |
| (g) Education Qualification for Entry/Recruitment | : | 10th(SSC) |
| (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) | : | - |
| (j) RollNo | : | PUN MAH PUN AVGD 2023 103778 |
| (k) Block/Locality | : | GAVADEWADI |
| (l) District | : | SOLAPUR |
| (m) State | : | Maharashtra |
| (n) Pin Code | : | 413221 |
| (o) Regiment Alloted | : | BEG AND CENTRE, KIRKEE |
| (p) Date of Rally Screening | : | 22-Nov-2023 |

JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE



C. Vinod
Divisional Superintendent
RO (HQ) Pune

Candidate,

Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24
RO (HQ) Pune

Your personal details are as under :-

- (a) Name : KAPASE SAGAR SHIVSHARAN
- (b) Father/Guardian Name : SHIVSHARAN
- (c) Date of Birth : 11-Dec-2002
- (d) Category/Trade : AGNIVEER (GENERAL DUTY) MARATHA
- (e) Identification Marks : i A BLACK MOLE ON INNER MARGIN OF RT ELBOW
ii A BLACK MOLE AT 8 O CLOCK 4 CM FROM RT NIPPLE
- (f) Highest Education Qualification : 10th(SSC)
- (g) Education Qualification for Entry/Recruitment : 10th(SSC)
- (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) : -
- (j) RollNo : PUN MAH PUN AVGD 2023 106298
- (k) Block/Locality : AKKALKOT
- (l) District : SOLAPUR
- (m) State : Maharashtra
- (n) Pin Code : 413219
- (o) Regiment Alloted : BEG AND CENTRE, KIRKEE
- (p) Date of Rally Screening : 22-Nov-2023

(and same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Dear Candidate,

1 Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24

2 Your personal details are as under :-

- | | | |
|--|---|--|
| (a) Name | : | JEURE AAKASH KASHINATH |
| (b) Father/Guardian Name | : | JEURE KASHINATH SIDRAMAPPA |
| (c) Date of Birth | : | 02-Jul-2003 |
| (d) Category/Trade | : | AGNIVEER (GENERAL DUTY) AIAC |
| (e) Identification Marks | : | i A BM 9 CM 10 O-CLOCK FROM LT NIPPLE
ii A BM RT WRIST JT ANTERIOR ASPECT |
| (f) Highest Education Qualification | : | 10th(SSC) |
| (g) Education Qualification for Entry/Recruitment | : | 10th(SSC) |
| (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) | : | - |
| (j) RollNo | : | PUN MAH PUN AVGD 2023 111697 |
| (k) Block/Locality | : | AKKALKOT |
| (l) District | : | SOLAPUR |
| (m) State | : | Maharashtra |
| (n) Pin Code | : | 413219 |
| (o) Regiment Alloted | : | AAD CORPS CENTRE, GOPALPUR |
| (p) Date of Rally Screening | : | 22-Nov-2023 |

of and same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF
ARO RO (HQ) PUNE**



Dear Candidate,

1. Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24

2. Your personal details are as under -

- | | | |
|--|---|--|
| (a) Name | : | GHODKE BIRAPPA PUTLAJI |
| (b) Father/Guardian Name | : | GHODKE PUTLAJI PANDURANG |
| (c) Date of Birth | : | 24-Jul-2003 |
| (d) Category/Trade | : | AGNIVEER (GENERAL DUTY) MARATHA |
| (e) Identification Marks | : | i A BLACK MOLE 7CM AT 1 O'CLOCK FROM RIGHT NIPPLE
ii A BLACK MOLE 1CM ABOVE INNER PROMINENCE OF LEFT COLLAR |
| (f) Highest Education Qualification | : | 10th(SSC) |
| (g) Education Qualification for Entry/Recruitment | : | 10th(SSC) |
| (h) Details of relaxation/ Lowering of Physical Standards, granted, if any (HT, Wt, Chest) | : | - |
| (i) RollNo | : | PUN MAH PUN AVGD 2023 100198 |
| (k) Block/Locality | : | UPPER TAHSIL MANDRUP |
| (l) District | : | SOLAPUR |
| (m) State | : | Maharashtra |
| (n) Pin Code | : | 413221 |
| (o) Regiment Alloted | : | MARATHA LIGHT INF CENTRE, BELGAUM |
| (p) Date of Rally Screening | : | 22-Nov-2023 |

LETTER OF APPOINTMENT

STATE BANK OF INDIA Mr. Mr. RAVISHANKAR DADARAO KHOSHERE (RI. No. 4221011208)
A.O. PRAYAGRAJ Date: 14.08.2024

Madam / Dear Sir,

RECRUITMENT

In continuation of offer of appointment letter no. JA/1146/LUC-337 dated 23.07.2024 issued by the Assistant General Manager (HR), State Bank of India, Local Head Office, Lucknow, we are pleased to inform you that you have been appointed as a "Junior Associate (CS & S)" in clerical cadre in the Bank in the pay scale of Rs. 24050-13403-28070-16503-33020-20004-41020-25467-37400-44000 (1.61800-26801)-64480, as permissible under Bank's rules, on the terms and conditions mentioned below. The above pay scale is subject to review in the wage negotiations/Revision. In case of candidates selected as ex-servicemen, the pay-fixation on joining the Bank will be done as per the guidelines issued by Indian Banks' Association and Government of India, Ministry of Finance, Department of Finance Services. The latest instructions in this regard are enclosed.

Please note that -

- Your service in the Bank will be governed by the provisions contained in Sastry & Desai Awards as amended from time to time by industry or bank level settlements with recognised unions and provisions contained in Code of Conduct.
- You will be required to perform all the duties and responsibilities, as prescribed by the Bank for "Junior Associate (CS & S)" from time to time.
- You will be on probation for a period of six months with effect from the effective date of joining. Prescribed number of e-lessons are required to be successfully completed by you during the probation period. Failing which, your probation period will be extended and/or your service can be terminated.
- During the period of your probation, your performance will be evaluated. The Bank will be entitled to extend the said period of probation, if your work is not found to be satisfactory during the probation period. Your confirmation will also be subject to receipt of satisfactory report about your character and antecedents from the police authorities and from the referees named by you.
- Even after your confirmation in the Bank, if any adverse report is received from the police Authority and/or from the Referees named by you about your character and antecedents, your service in the Bank will be liable to be terminated.
- The Bank will be entitled to terminate your service during period of your probation by giving one month's notice or on payment of a month's pay and allowances in lieu of notice. If you desire to leave the service of the Bank during probation period, you will have to give 14 days' notice in writing or pay an amount equivalent to 14 days' pay and allowances or if you fail to pay the amount as stated above, the Bank reserves the right to recover the amount from your salary & allowances or any other amount payable to you and the Bank is otherwise also entitled to recover the same.

Ravi

Administrative Office
1st Floor, 4 Kutchery Road,
Prayagraj - 211 002



Date: Sep 22, 2022
Offer No : QS2786291

AJINKYA SUGRIV KALAKAR

SOLAPUR
MAHARASHTRA

Subject:- Letter of Traineeship

This has reference to your interview/selection process for enrolment under Traineeship Program by Quess Corp as provided under its certified standing orders

We are pleased to enroll you for the Training Program as a Trainee under the Scheme set out on the following terms & conditions:

Break up	Rs. Amount per Month
Stipend Esi	14473
Stipend Gross	14473

Employer's Contribution	
Employer_esi	470
Insurance	109
Total Contribution	579
Cost to Company: (CTC)	15052

Deduction: (Subjected to change)	
Employee Esi	109
Professional Tax	200
Total Deduction	309
Stipend NTH	14164

The tenure of the Training will be start from SEP 23, 2022 and ending on MAR 22, 2023
NOTICE PERIOD:

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Offer No : QS2786291

QUESS Corp Ltd

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



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During this tenure, learning And development capabilities of the trainees would be reviewed from time to time. In the event where the trainee's capabilities & contribution are found to be substantially below par, Quess Group reserves the right to release such incumbent from the traineeship with a notice period of 10 days. In the eventuality if you wish to separate from the organization you will need to give 10 day's notice in writing.

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.

On successful completion of the training the trainees will be given a certificate of recognition from Quess Corp.

The initial training location/base will be at SOLAPUR. At such location the training will be at any business area Or function of the Quess Corp's Client's/ Customer's field locations.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your traineeship And you shall indemnify the client if there Is a loss of any kind to the said property.

CODE OF CONDUCT

You shall Not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

NON-DISCLOSURE

You shall take care Not To disclose Or divulge confidential information/trade secrets, etc.belonging either To the Company Or To the Client, that you may come across In the course Of your responsibilities either To the Company And/Or To the Client Or To anyone outside the Client's organization And you shall use such confidential Information only In connection With the services provided by you To such Client. Further, you shall Not utilize any Confidential Information acquired in consequence of your traineeship for your benefit Or for the benefit of any third party other than the Company Or its Client who has disclosed such

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Page 2
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Offer No : QS2786291

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



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Confidential Information Or for whom you have created the Confidential Information.

During the traineeship, the trainee shall be subject to the Code of Conduct, set out in Annexure.

Additional Insurance Coverage: We as an your employer will cover only employee with Group Mediclaim Insurance Coverage upto Rs. 2 Lakhs, Group Personal Accident Insurance Coverage upto Rs. 2.5 Lakhs and Group Term Life Insurance Coverage upto Rs. 2 Lakhs. Over & above this, If Employee wish to cover family members under Insurance Benefit Facilities, Additional Premium will be deducted from Employee Gross Salary Per Month, following is the coverage and Premium:

Coverage	Additional Premium Per Month
Self +Spouse+2kids	Rs.199/-
Self+Spouse+2 kids+parents	Rs.352/-
Self+Parents	Rs.352/-

We wish you the best learning experience during your training stint with us and trust that you will find this period of mutual association very enriching.

Yours sincerely

For Quess Corp Ltd

Tej Hans Raj Singh
Deputy CEO

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Page 3
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QUESS Corp Ltd

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



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Acknowledged

Name

Signature

OfferID :

Location :



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Offer No : QS2786291

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3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
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Date: 13 Nov 2024

Mr Akash Chandrakant Malage
At Post Alage Tal Akkalkot Dist Solapur

413219 271401

Employee No: 3594441

Dear Mr Akash Chandrakant Malage

Appointment Letter

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

1. Your contract will commence from 13 Nov 2024 and expire on 12 Nov 2025 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 13 Nov 2024 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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ID: TL/140D377644D

TeamLease Services Limited., CIN No. L74140KA2000PLC118395

Ascent Building, # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala, Bangalore - 560095.

Ph: (91-80) 33002345, Fax: (91-80) 33243001 www.teamlease.com



8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 5th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 13 Nov 2024 to 12 Nov 2025 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
14. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/ (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal basis your career interests. Additionally on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc
15. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.
16. This appointment letter shall be co-terminus with the agreement we have with our client.
17. Upon joining, an amount of Rs. 399/ shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

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ID: TL/140D377644D

TeamLease Services Limited., CIN No. L74140KA2000PLC118395

Ascent Building, # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala, Bangalore - 560095.

Ph: (91-80) 33002345, Fax: (91-80) 33243001 www.teamlease.com



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Ph: (91-80) 33002345, Fax: (91-80) 33243001 www.teamlease.com



TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: AKASH CHANDRAKANT MALAGE

Salary Annexure

Employee No: 3594441

Particulars	Amount
Basic	18271
House Rent Allowance	5308
Conveyance	1600
Employer PF Contribution	1800
ESIC - Employer	669
Insurance	800
Works Allowance	870
Statutory Bonus	1106
TotalAmount	30424
Amount In Words(Rs)	Thirty Thousand Four Hundred Twenty Four Rupees

Netpay annexure

EARNINGS	Amount
Basic	18271
House Rent Allowance	5308
Conveyance	1600
Works Allowance	870
Statutory Bonus	1106
Gross Earnings	27155
DEDUCTIONS *	Amount
Employee ESI	155
Employee PF	1800
Professional Tax	200
Total Deduction	2155
Net Salary	25000

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have



understood your responsibilities in ensuring a safe workplace.

Appointment Letter

Date: 01-Apr-2024

Letter Number: NEIPL/APT/2024/3226

Akshay Kisan Konda

H.No-16-2-227/219/30 Meher Sai Residency, S.P Nagar Hyder Nagar, Hyderabad, Telangana - 500085

Dear Akshay Kisan Konda,

Welcome to the Next Education India Private Limited. Next Education is India's leading technologically-powered content provider for K-12 sector. We partner with 16,000+ schools and 10,000,000+ students across India and abroad. Since being founded in 2007, Next Education has consistently innovated and come up with award-winning solutions for all K-12 stakeholders. Our portfolio of products includes TeachNext, LearnNext, NextGurukul, NextERP, NextDeeksha, NextLabs, NextCurriculum, NextPlay and Next Learning Platform. We also have a pan-India presence with over 1,000+ employees.

We are pleased to appoint you in our organization as **Executive - NSC** based in **HQ - Banjara Hills** on the following terms and conditions:

Appointment: Your appointment will be with effective from **01-Apr-2024** and will consist of both probation and confirmed employment as detailed herein. Your appointment is done on the basis of the information provided by you through your resume and discussion during your interview and is subject to the verification of your credentials. In case any of your professional or personal credentials is found to be negative or not in line with the details provided by you, your employment with the organization will become void ab initio, and you will be liable for disciplinary and / or legal action as may be deemed appropriate by the company.

Compensation: Your Total Annual Compensation as Cost to Company will be as per Annexure I and will consist of the following components:

- a) **Fixed Salary:** This consists of gross salary and other benefits. The gross salary will be paid out every month subject to 100% attendance and statutory deductibles.
- b) **Variable Bonus:** This will be paid out monthly subject to the achievement of preset targets. The quantum of payout will depend on the degree of achievement and Management discretion. Payout for the month will happen with next month's payroll. Employees who leave the company will be eligible for pro-rated variable bonus applicable till their last working day and it will be paid out with their full and final settlement.
- c) **Annual Bonus:** This is an annual component and will be paid in two installments between October – March of the subsequent Financial Year. Quantum of payout will be subject to Management discretion and will depend on both individual and company performance. Only employees who are on rolls of the company as on the date of payment and not serving notice period will be eligible for Bonus payout.
- d) **TDS:** TDS will be charged on the basis of Tax Declarations submitted by you. Please note that salary will not be disbursed without a valid Permanent Account Number (PAN), and PAN Acknowledgement slips are not substitutable for the same. In such a case, payout of salary will be withheld till a valid PAN card copy is furnished.

Next Education India Private Limited

Documents: Your offer of employment is conditional to you submitting all documents as detailed in the joining checklist along with Relieving / No Dues certificates from all your previous employers. Owing to business exigencies, the company will allow three (03) months to you for furnishing the Relieving / No Dues Certificates. In case of non-submission of the same within the captioned timelines, the company reserves its right to initiate disciplinary action against you, including recovery of wages and termination of your employment without notice. You also agree to indemnify the company against any claims raised on you by your previous employers under any circumstances. Any discrepancy found in your declarations and your submitted documents will be investigated and may result in disciplinary action.

Working Hours: The company observes a 51/2 (Five and a half) day working week with each day being of 9 hours duration (inclusive of one hour of break). The exact distribution of working hours will be dependent on business exigencies and will be communicated to you by your manager. Different departments can have different rosters based on seasonality, business needs and requirements.

Leaves: The exact leave calendar is communicated at the beginning of the calendar year, and all leaves are governed by the existing Leave Policy of the company. Only Earned Leaves can be encashed at the time of separation from the company, subject to the restrictions of the Leave Policy. All leaves taken by an employee has to be discussed with and approved in prior by the Manager.

Probation: You will be on probation for a period of SIX (06) MONTHS from the date of joining. Confirmation and permanent placement with Next Education India Private Ltd. is contingent to your successful completion of this Probationary Period and will be notified to you in via email. The Probation period maybe either extended at the discretion of the management or may be dispensed with either earlier or on completion of the probation period.

Training: In case the company determines that you require specialized training to discharge your duties, your probation will begin after successful completion of the training period. Please note that in case you fail to achieve the minimum standards required during the training, your offer of employment will stand rescinded without any prejudice on the part of the company. Such training requirements may be mandatory on an on-going basis or when you are shifted to a new role or location.

Employment: During the period of employment with the Company, the Employee will not engage himself directly or indirectly in any activity or job or employment or assignment outside this employment and the Employee shall devote his full time and attention in the interest of the Company.

Termination of Employment: During the probation period either party may terminate the employment by giving to the other 15 days of notice in writing and on Completion of the probation period either party may terminate the employment by giving to the other 30 days of notice in writing. However the organization shall have the sole discretion to change such period of notice, as it deems appropriate and acceptance of Salary in lieu of notice period buy out will be at the discretion of the management for relieving you from employment.

However the Company shall not be liable to give such notice or pay in lieu thereof in case you are found guilty of disciplinary infractions, violating any of the terms & conditions of these Terms of Employment or other documents and undertakings executed by you. Notice period amount is calculated on monthly gross salary.

Place of Work: Your place of work will be at the location as mentioned in the offer letter/ any other letter issued by the HR Department at a subsequent date. However, you may be required to travel to various places as the company may require you to do for execution of various tasks for the company. At a future date, the company may transfer your job to such other places where the company may have a business need, without affecting your terms of employment and emoluments thereon.

Conditions of Service: Certain roles, including but not limited to, field roles like Sales, Business Development, Support Operations, and Academic Consultants etc. might require you to travel extensively to remote locations. Such work is expected to be physically exhaustive and might require a high degree of physical fitness to execute properly. The company, being an equal opportunity employer, does not keep physical fitness as selection criteria. By accepting this offer of employment, you certify that you have fully understood the conditions of your service and undertake that your current physical and mental health is not a limiting condition towards the discharge of your responsibilities. If it is later found that you had misrepresented / withheld information in this regard, the company will be entitled to take disciplinary action against you, including the termination of your services without notice.

Non-Disclosure Agreement (NDA): On the date of your joining the company, you will be required to sign a comprehensive non-disclosure, proprietary information, invention and non-compete agreement. Such NDA shall be in full force during the term of your employment and for such further period as detailed in the said NDA. You will be required to fulfill all the terms and conditions of this non-disclosure agreement. Any failure or violation on your part of any of the terms and conditions of the NDA will entitle the management to terminate your services without giving any notice and also claim for damages and other remedies from you as provided in the NDA and under applicable laws. Your obligations under the said NDA shall remain fully effective during the entire term of your employment and shall accordingly survive termination of your employment, as also fully detailed in the said NDA.

Conferences and Training Programs: As an employee of the company, you may be required to undergo various training programs and attend various conferences as the management of the company may deem fit to keep you abreast of latest developments and to develop / improve your skills. The company may also require you to go abroad for special training programs, attending conferences or other business reasons. Once you are directed to do so, you should immediately consent to the company about your attendance at such events. If the company sends you for some special training program, the company may require you to sign a 'minimum period of service' contract with the company and you shall not be eligible to refuse execution of such agreement.

Professionalism & Conduct: In course of your employment with the company, you are expected to exert a high degree of professionalism in discharging your duties towards the company and in dealing with other employees, customers, potential customers, industry experts, vendors, suppliers, and support staff of the company. All your actions must be directed towards the best interests of the company. Your services will be liable to be terminated without any notice in case you are found guilty of dishonesty, disobedience, misappropriation, moral turpitude or misdemeanor, on proper inquiry and after giving you an opportunity to explain your stand.

- a) Any lapse, deficiency or negligence on your part in discharging of your duties and performing your job responsibilities will be viewed seriously. On happening of such lapses etc. on your part, your employment with the Company would be liable to be terminated without any notice or any pay in lieu thereof and also make you liable to pay adequate damages to the Company
- b) Any unauthorized use or misuse of Company's facilities including but not limited to Company's system, software, internet facilities etc., on your part any violation of any of the stipulations of Company's security policy would also be treated as a serious lapse and violation of terms and conditions of your employment including the NDA and would make the Company fully eligible to claim appropriate damages from you as per the NDA without prejudice to Company's unfettered right to terminate your services without any notice or pay in lieu thereof.
- c) You shall be governed by the Company's Code of Conduct in your behavior.

Non-Solicitation:

- a) Soliciting employees or contractors:** During the term of your employment, and for a period of one (1) year immediately thereafter, You agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.
- b) Soliciting Customers after Termination of Agreement:** For a period of one (1) year following the termination of your employment and your relationship with the Company, You shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them. Neither shall you call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom you have called or with whom you became acquainted during the term of your employment, as the direct or indirect result of your employment with the Company.

Conflict of interest: Conflict of interest is defined here as “any family member (spouse, parents, siblings, children) in employment with any competitors of the Company”. For a better understanding:

Next Education is in the business of providing products and services in the K-12 segment. Any family members as defined above, being employed by or owning a significant stake with any competitors in K12 segment is understood as a situation of “Conflict of Interest”. The following is a non-exhaustive list of organizations understood as competitors:

Educomp	Extramarks	HCLEducation
Fedena	Tata Interactive	NIIT
Meritnation	ButterflyFields	ZeeLearn
XSEED	Pearson	Macmillan
Byju’s		

Employees are required to inform the company of any situation where “conflict of interest” arises and failure to do so will be considered as breach of Terms of Employment as agreed and signed by the employee. The organization reserves the right to take necessary action against the employee which may result in termination of their employment. The company also reserves the right to claim damages from the employee in such a case.

The company at its sole discretion can evaluate the severity of the “conflict of interest” and determine the appropriate course of action on a case by case basis.

Arbitration: All disputes arising out of this letter of appointment between you and the company shall be settled through arbitration under Indian Arbitration and Conciliation Act 1996, as amended from time to time, by the sole arbitrator to be appointed by the CEO/ Managing Director of the Company at Hyderabad. The venue of Arbitration will be in Hyderabad and the language will be English. Courts at Hyderabad alone shall have exclusive jurisdiction.

Important Information: You are hereby specifically informed that your acceptance of the terms and conditions contained in this Terms of Employment and also of the terms and conditions contained in the NDA shall create important contractual obligations and obligations of trust during the entire term of your employment, which may affect your rights, including rights to inventions which you may make during your

employment and breach of any terms and conditions of the above documents to be executed by you, would make you liable to pay damages and compensation for breach of trust and contractual obligations apart from other legal consequences. By accepting these Terms of Employment you fully certify that you are not in breach of any agreement that you would have signed in the past and agree to indemnify the company against any and all damages arising out of such breach. The Company respects NDAs signed by you during the course of your career and you are expressly forbidden to disclose or make use of any confidential or proprietary information that you might have come across during the course of your previous employment.

All other terms and conditions of your employment will be governed by the employment policies of the company being in force at the relevant period as may be available on the Company Intranet and as modified and circulated by the Company from time to time. You need to carefully read these policies for such terms and conditions, which are applicable to you.

It is hereby fully clarified that your obligations under the NDA shall be fully applicable to the entire term of your employment and for such period thereafter as detailed in the NDA notwithstanding the fact whether your employment is terminated even before the term by either party, in terms of this Letter.

Full and Final Settlement: In case of an employee resignation or termination of employment, their full and final settlement will be done as per the full and final settlement process. Full and Final settlements are subject to no dues from all the concerned departments and hand-over of company assets, documents and any other belongings of the company in good condition. In case of any loss or damage or non-submission of company assets, replacement costs will be deducted from your Full and final settlement. You also acknowledge the fact that in case of non-submission of company assets, the company will take appropriate Legal action against you.

Kindly sign the duplicate copy of this letter in token of your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with **Next Education India Private Ltd.**

Yours Sincerely,

For Next Education India Private Ltd



Authorized Signatory

Acknowledgement

I read and accept the above Terms and Conditions

Signature:

Date:



ANNEXURE I

Name: Akshay Kisan Konda

Designation: Executive - NSC

Date of Joining: 01-Apr-2024

Department: NSC

CTC Break-up

Component	Monthly	Yearly	Mode of Payment
Basic Salary	13195.00	158340.00	Monthly
House Rent Allowance	.00	0.00	
Conveyance Allowance	0.00	0.00	
Statutory Bonus	1099.00	13188.00	
Other Allowances	3883.00	46596.00	
City Compensatory Allowance			
Monthly / Yearly Gross (a)	18177.00	218124.00	

Benefits

PF Contribution (Employer)	1950.00	23400.00	Monthly
ESIC Contribution (Employer)	591.00	7092.00	
#Total Benefits Package	682.00	8184.00	
Total (b)	3223.00	38676.00	
Total (a+b)	21400.00	256800.00	
*Variable Salary (c)		.00	
**Annual Bonus (d)		.00	
Total Cost To Company (a+b+c+d)		256800.00	

Standard Deductions

Gross Salary	18177.00	218124.00	Monthly
PF Contribution (Employee)	1800.00	21600.00	
ESI (Employee)	136.00	1632.00	
Professional Tax	150.00	1800.00	
****Approximate Net Salary	16091.00	193092.00	

#Total Benefits include Medical Insurance and Life Insurance

* Variable Pay/Performance Linked Incentives will be paid as per the schedules and Individual achievement parameters declared for different departments from time to time as per the discretion of the Management.

**Annual Bonus would be given based on the company as well as individual performance. The amount towards the bonus would be declared after the financial year closure. This is based on the discretion of the management.

****Subject to Tax Deduction & Professional Tax deduction as per Professional Tax Act of the state

For Next Education India Pvt. Ltd

Daljit Singh Bajwa
Director

Signature:

Name: Akshay Kisan Konda

Date: 01-Apr-2024

ANIKET PRAKASH GARAD

At Post Yawali, Tal. Mohol, Dist. Solapur

8767086344

garadaniket45@gmail.com

Objectives

Looking for an opportunity as a accountant where I can use my knowledge of accounting principles and financial analysis techniques to help the company achieve its goals

Experience

- Intership : N.R.Mantri and associates chartered accountants(2month)

Education

- Netaji prashala mohol 2018
10th SSC
76.80
- K.S.B.Patil college Angar 2020
12th HSC
68.15
- Sangameshwar College Solapur 2023
BBA (Finance)
71.25

Skills

Communication and teamwork

Project

- Preperation of New Business:- Advertisnig Agency

Acchivements & Awards

- Pera Mit Boxing Compitition Silver Medal

Languages

- Marathi , Hindi , English

Certificates

- Advance Ms Excel
- Economics of money and banking

Hobbies

- Boxing

07-Nov-2024

Kedar Gavandi
Pune
Maharashtra - 111045,
India.

Dear **Kedar**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Relationship Exe** in the **Collections Function** with **Quess Corp Limited (Division - Conneqt Business Solutions)** (The Company) with effect from **09-Nov-2024** on the following terms and conditions.

You will be paid an Annual Gross Salary of **₹ 2,05,164/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **₹235000/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as "annexure A".

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above-mentioned offer shall be valid if you join us on **09-Nov-2024**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Maharashtra / Pune** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time. You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to you submitting the following documents (originals to be presented)

Photo ID & Address Proof:	<ul style="list-style-type: none">• Passport Size photo PAN Card Aadhar Card Voter ID Driving License Passport Leave and License Agreement copy where applicable.
Education Proof:	<ul style="list-style-type: none">• 10th and 12th Marksheet/Board Certificate.• For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificates.
Experience Proof:	<ul style="list-style-type: none">• Offer Letter & 3 Month Salary Slips / Reliving Letter / Experience Letter.
Bank Account Details:	<ul style="list-style-type: none">• Passbook / Cancelled Cheque with your name printed on the cheque.

If you're selected for a Collections Process, kindly ensure you acquire your Police Verification Certificate upon joining. Should you not share the verification within 15 days of joining, we'll proceed with the verification on your behalf, with related charges deducted from your salary. *K.S. Gavandi*

For Quess Corp Limited



Anuja Niyogi
Associate Vice President | Human Resource
Conneqt Business Solutions

Quess Corp Limited

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India| TEL: +91 80 6105 6001
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733
CIN: L74140KA2007PLC043909

You will be on probation for a period of **3 Months** months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **30 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of **3 Months** months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **Quess Corp Limited**



Anuja Niyogi
Associate Vice President | Human Resource
Conneqt Business Solutions

I accept the terms of this letter

K.S. Gowdhi

Quess Corp Limited

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India| TEL: +91 80 6105 6001
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733
CIN: L74140KA2007PLC043909

ANNEXURE A

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (₹) Per Month	Amount (₹) Per Annum
A. Fixed Pay		
Basic Salary	6,154	73,848
House Rent Allowance	2,462	29,544
Advance Statutory Bonus	513	6,156
Other Allowance	5,968	71,616
Collections Skill Allowance	2,000	24,000
B. PERFORMANCE PAY : Not Applicable	0/- per annum	
C. GROSS (A+B)	17,097	2,05,164
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1,455	17,460
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	296	3,552
ESI -Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	556	6,672
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180	2,160
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and will be paid to PF Department towards employee's Provident Fund Contribution.	1,455	17,460
Insurance Contribution : Self + Spouse + 2 Children	150	1,800
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	128	1,536
F. Net Salary.		
TAKE HOME - With Average PMI : (C - E)	15,364	1,84,368
TAKE HOME - Without PMI : (C - B - E)	15,364	1,84,368
G TOTAL COST TO COMPANY (C+D)	19,583	235000

Note : # Performance Pay shall vary based upon your Performance Rating.

Other Statutory deductions Like (P-Tax / Income Tax) will be deducted as per Government norms OR basis taxable income,

For Quess Corp Limited



Anuja Niyogi

Associate Vice President | Human Resource

Connqqt Business Solutions

I accept the terms of this letter.

K.S. Ravindri

Quess Corp Limited

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India | TEL: +91 80 6105 6001

DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733

CIN: L74140KA2007PLC043909

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absencing yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to **30 Days'** notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

If you are found guilty of producing fake documents or misleading information, your services are liable to be terminated forthwith, and any compensation paid to you would be recovered without prejudice to the rights of the company to take legal action.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

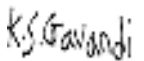
This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name: Kedar Gavandi

Signature:

Date:



For Quess Corp Limited



Anuja Niyogi

Associate Vice President | Human Resource

Connqqt Business Solutions

Quess Corp Limited

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India | TEL: +91 80 6105 6001

DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733

CIN: L74140KA2007PLC043909



Mallkarjun Hanmant
India Passport #Y2381972

January 01, 2025
UPC/HR/2024/7387

Employment with United Precast Concrete Dubai LLC/ Abu Dhabi LLC

Dear Mallkarjun Hanmant,

Following your recent interview with us, we are pleased to extend a formal Offer of Employment for the following position:

Position:	Office Assistant
Basic Salary:	AED 1615.00
Salary Grading:	Category - 4 Step - 9
Accommodation & Food	Provided by the Company
Transportation Allowance:	Provided by the Company
Working hours:	48 hours per week, OT- as per UAE Labour Law
Annual Leave:	30 days as per UAE Labour Law
Annual Leave Air Ticket:	1 Round-trip ticket to home country upon completion of 2 years' service
Probation period:	Six (6) months in accordance with UAE Labour Law

This is temporary agreement, confirmation of offer and signature of employment contract is subject to the employment visa to be granted to UPC Dubai.

Should the authorities for any reason decided not to issue such permits required granting the visa, the offer and subsequent employment agreement shall be cancelled with immediate effect without any liabilities from UPC Dubai. The Company will be responsible for obtaining a valid Entry Permit and Work Permit for you.

Please confirm your acceptance of this offer of employment by signing and returning the enclosed copy of this agreement no later than 7 days after which this offer is deemed null & void.

We welcome you and look forward to a long and successful association.

Yours faithfully,
For United Precast Concrete Dubai L.L.C.


Sanjeeb Ranabhat
HR Manager

I accept the terms and conditions as outlined in this Employment Offer Letter.

Mallkarjun Hanmant

: 

Date: 03/01/2025

A281, 6th Main Road, 2nd Stage,
Peenya Industrial Estate, Bangalore 560 058, India
Tel : +91 80 4127 2737 Mob.: +91 9845850494
e-mail : makampharma@gmail.com, info@makamgroup.in
website : www.makampharma.com

Makam
Pharmachem
(Animal Health Sciences)



Dear SOUNDARYA KEMBHAVI,

We are pleased to offer you the Quality Control Chemist position at MAKAM PHARMACHEM. We were impressed with your background and are confident you will be an excellent addition to our team.

Position Details:

Job Title: Quality Control Executive

Start Date: 26th of December 2024

Salary: 17,000 / Month

Working Hours: Monday to Saturday, 10:00 AM – 6:00 PM

Acceptance:

Please sign and return a copy of this letter by December 28th 2024, to confirm your acceptance of this offer. We are excited to have you join our team and look forward to working with you.

SIGN : Sekharani
DATE : 26/12/24



Date: 18 May 2024

Mr GANESH RAJKUMAR PATIL
253VIJAY

NAGARSolapurSolapurMaharashtra 413003

Employee No: 3362593

Dear Mr GANESH RAJKUMAR PATIL

Engagement Letter - Trainee

With reference to your application to be appointed as Trainee and the subsequent interviews you had with us, we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 18 May 2024 and expire on 18 May 2025 subject to the following terms and conditions:

1. Your training engagement shall conclude on the 18 May 2025 or it can be terminated earlier with a notice period of 15 days or compensation in lieu thereof.
2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.
3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.
4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.
5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.
6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.
7. You will adhere to punctuality and shall learn the trade/work diligently.
8. You will not be entitled to Bonus and other benefits as applicable to regular employees.
9. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated without notice.
10. The nature of your relationship with TeamLease will be that of contract of service from 18 May 2024 and expire on 18 May 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
11. In the event of discrepancies in your educational documents or negative background verification, company shall have the right to immediately terminate your services without any notice period.
12. This Offer Letter is subject to your completion of training and successfully clearing the post training assessment. In the event you do not complete the training or fail the assessment, this Offer Letter shall stand null and void.
13. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated

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above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

14. This appointment letter shall be co-terminus with the agreement we have with our client.

Please return the copy of the Engagement Letter 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 engagement. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your training assignment with TeamLease with the acceptance of your first stipend will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

ENDORSEMENT

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

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed

(Authorized Signatory)

Signature and date:

Name: GANESH RAIKUMAR PATIL

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Salary Annexure

Employee No: 3362593

Particulars	Amount
ESIC - Employer	475
Stipend	14610
TotalAmount	15085
Amount In Words(Rs)	Fifteen Thousand Eighty Five Rupees

Net Pay Annexure

EARNINGS	Amount
Stipend	14610
Gross Earnings	14610
DEDUCTIONS *	Amount
Employee ESI	110
Professional Tax	200
Total Deduction	310
Net Salary	14300

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.



Date: 07 March, 2024

Name: Pradip Dattatray Chandanshive

Contact: 7666675733

Email ID: pradipchandanshive2@gmail.com

Offer Letter

Dear Pradip,

Greetings of the Day!!

We have pleasure in informing you that, you have been shortlisted as **Clerk Cum Data Entry Operator (CDEO)** for the Project of **Employee Guarantee Scheme (EGS)** on contractual role of **S2 Infotech International Ltd** and you will be deployed at **Satara** District.

Your joining date will be confirmed after receipt of written confirmation from EGS and certified attendance from the EGS. You are advised to report **within 8 Days** from issue of this offer letter, if you fail to report within 8 Days of receipt of this Offer letter, it will automatically **stand cancelled** and **NO** claim will be paid or accepted by the S2 Infotech International Ltd after the given time period. In case, your candidature is rejected by the **EGS** Head Office / department / respective locations reporting officers any time after reporting to the department on any grounds then this offer letter will stand cancelled without any liabilities to S2 Infotech International Ltd.

Kindly make note that your offer is valid and joining will be confirmed subject to receipt of the duly signed and stamped joining letter from the **EGS** to S2 Infotech International Ltd. We would be sharing detailed salary structure along-with appointment letter after receipt of your all documents and written confirmation from the Head, office of **EGS**. Afterwards, further necessary joining formalities would be initiated within the due course of the time. The Appointment Letter along-with Salary Structure will be issued to you accordingly.

In the course of onboarding procedure, if your qualification and experience is not relevant and does not comply as per the GR of Labour Department, the offer will then be revoked without any notice to you. Background Verification will be conducted after your joining and if any discrepancy is found during Background Verification your services will be terminated immediately without any notice and no dues payable to you. You should not be involved in any Political activity, Union / Sanghtana, etc. If found, your services will be terminated with immediate effect and without any liabilities to S2 Infotech. Also, if required appropriate legal action will also be initiated against you. Kindly share all your documents as mentioned in the Annexure A below on the mail ID mentioned herein.

You are requested to confirm your acceptance of this offer letter by sharing the signed copy of this offer letter & forward the scanned copy to email id S2hr@s2infotech.com.

Sincerely yours,

For S2 Infotech International Limited,



**Sr. Executive – HR
Authorized Signatory**



ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby confirm my acceptance of the same.

Signature: _____

Date: _____

Name: _____

Annexure A

1. Offer Letter Acceptance
2. Resume
3. PAN Card Copy
4. Aadhar Card Copy
5. Bank Proof Copy (Cancel cheque or Bank passbook front page)
6. Current address proof copy
7. All Marksheet & Certificates copies
8. Previous Employment (Experience, Relieving letter/Appointment Letter / Payslip)
9. Police Verification Certificate
10. One colored photograph (id card size)

OFFER LETTER

Date: 13-Dec-2023
Pune

Prasad Dattatray Patil

Atidiv (India) Private Limited ["Atidiv"] would like to congratulate you on successfully completing interview process.

We are pleased to offer you the position of **Senior Assistant, Finance** at **Atidiv**. Your position shall be based in **Pune** with a date of joining of **27-Dec-2023**.

You will be paid a compensation of INR total CTC per annum **INR 394000** (which includes Annual Fixed CTC, Accidental & Health Insurance and Performance Bonus).

Please sign and return the duplicate copy of this letter as a token of acceptance before **14-Dec-2023**.

This letter will memorialize the terms of your employment by Atidiv. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law and relevant company policies. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if requested by us.

We look forward to your joining and helping us grow the Company's business!

Documents Required

To make the on boarding process smooth, kindly bring one copy of the below mentioned documents on the date of joining.

- PAN Card Copy
- Aadhar Card Copy
- Permanent Address Proof
- Current Address Proof
- Mark sheet and pass certificate/degree of all qualifications (*including and not limited to SSC, HSC, Graduation, Post-graduation, Diplomas, Certifications, specialized professional courses*)
- Last company's Offer Letter/Appointment Letter copy - *If applicable*
- Experience letter/ Relieving letter/Resignation acceptance through official email (*clearly stating that resignation is accepted, and you are relieved*) - *If applicable*
- Last three month's Salary slips from previous employer - *If applicable*
- Cancelled Cheque copy (*Bank Account Details*)
- 3 photographs

(This offer is subjected to successful verification of documents submitted by you)

You are requested to inform your Talent Acquisition Partner well in advance in case you are unable to provide any of the mentioned documents on joining day. In the absence of any above-mentioned documents we will not be able to complete your joining.

Congratulations and we are excited to have you on board. We look forward to work together with you at Atidiv.

Thanks,
Talent Acquisition Team
Atidiv (India) Private Limited

Salary Structure

Particulars	Monthly	Yearly
Basic	12,500	150,000
HRA	6,250	75,000
Children Education Allowance	200	2,400
Performance Allowance	9,316	111,788
Gross Total	28,266	339,188
EPFO	1,800	21,600
Gratuity **	601	7,215
Statutory Bonus ***	583	6,997
Fixed CTC	31,250	375,000
Accidental & Health Insurance	333	4,000
Performance Bonus		15,000
Total Variables	1,583	19,000
Total CTC	32,833	394,000

***Subject to Provision of Gratuity Act*

****Subject to Payment of Bonus Act/Code of Wages, 2019*

Additional Allowance: Shift Allowance (Max): You will be eligible for an additional evening shift allowance of Rs 1,500 and night shift allowance of Rs. 3,000 based on your process requirement (prorated on number of days you are present in allocated shift)

Authorized Signatory:



Nitasha Dusi
Senior Director - HR

Atidiv (India) Private Limited

(Formerly Loft Quality Process Delivery Center India Private Limited)

CEREBRUM IT PARK, 2nd floor, EFC, above SBI Bank, B1 Building, Kalyani Nagar, Pune, Maharashtra 411014

CIN: U74999PN2013PTC147624 | Tel: 020 - 67486141 | Email: contact@atidiv.com

www.atidiv.com



AXISB/LOA/RH3162454/173260
29/02/2024

Samarth Shekhar Jeure
7666617044

LETTER OF APPOINTMENT

Dear Samarth,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in RB - BB, RL & Products.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,91,160 subject to tax deductions at source, as applicable by law.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
 - 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
 - 8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to

the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
 - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

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

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

If you are joining Axis Bank from other employer, any restrictions and obligations associated with other employer should be fully disclosed prior to joining, and adhered to, by you



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

GAZAL SRIVASTAVA

Gazal1.Srivastava@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anand Bardhan', with a horizontal line underneath the name.

Anand Bardhan,

Head - Talent Acquisition

Human Resources



22-DEC-2023

Letter Of Appointment

To,
Mr. Satish Gumade
At Post Valsang
Valsang
9145760634

Dear Mr. Satish,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSSL/2123631/PUN/Business Process Outsourcing Services/BTN dated 13-Dec-2023 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 22-DEC-2023.

Your Trainee ID is 2697371.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Haveline Street Fort, Mumbai 400 001 Maharashtra India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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



15-MAR-2024

Letter Of Appointment

To,
Mr. Satish Madgundi
Plot No 6 Ragvendra Nagar Solapur
Laxminarayan Takies
7709877788

Dear Mr. Satish,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/2140108/PUN/Business Process Outsourcing Services/BTN dated 27-Feb-2024 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 15-MAR-2024.

Your Trainee ID is 2716303.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Haveline Street Fort, Mumbai 400 001 Maharashtra India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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

4th April 2024.

To,
Mr. Saurabh Gajakosh,
Solapur,
Emp. ID: - 3986

**P. N. GADGIL
& SONS**

1412

Gold • Silver • Diamond

Sub: Appointment as Executive.

Dear Saurabh,

This has reference to your Application and Subsequent Interview with us, we are pleased to inform you that you have been appointed as **Executive at Solapur** on probation w.e.f. **5th April 2024** on following terms and conditions:

TERMS AND CONDITIONS OF APPOINTMENT

1. Your CTC will be **Rs.313200/- p.a.** which will bifurcated under various heads as mentioned in Annexure "A" of this letter.
2. The above salary is subject to deduction of all the statutory deductions as applicable to you.
3. You will be entitled for Group Mediclaim Insurance Policy which will cover along with you, your spouse and two children. The Group Mediclaim policy will be applicable till the time you are on company payroll, once you left (Resigned / Terminate) the company you will be no more entitle to avail any benefits of company group Mediclaim policy.
4. You will be reporting to the Branch Incharge.
5. Your appointment in our organization is subject to your acceptance of the existing service rules of the organization and any amendments there to that may be brought enforce thereafter. You shall observe all the rules and regulation of the organization regarding discipline and your behavior with your superiors and the subordinates.
6. Initially you shall be on probation for a period of **three** months from the date of your joining and the said period of probation shall be liable to extended by another three months or more purely at the discretion of Management.
7. During the probation or the extended probation period, the Management reserves right to terminate your services without any notice or assigning any reasons thereof purely at Management discretion.
8. You will be continued to be on probation, till your service are confirmed in writing by the Management. Merely completion of Probationary Period does not mean that you are "confirmed in the employment".
9. After confirmation in the services, your services are liable to be terminated with prior notice of two months or payment of gross salary in lieu thereof. Similarly, you can also resign from the service with two months' notice. The Management reserves right to waive off the notice period in case you resign from the services. However if the Management needs to continue the work for entire notice period the Management has right to insist on the employee to continue to work during the Notice period.
10. The management has a right to transfer any employee from one place to another in India/Sister Concern of P N Gadgil & Sons Ltd. However there will be no change in the service conditions due to the transfer. In case if employee refuse to join the duties at transferred place another entity the same will be treated as his resignation from the service.

P. N. GADGIL & SONS LTD.

CIN: L38911PN2817PL179282 (Formerly known As "P. N. GADGIL & SONS")


Registered Office: 45/46, 47/48, 49/50, 51/52, 53/54, 55/56, 57/58, 59/60, 61/62, 63/64, 65/66, 67/68, 69/70, 71/72, 73/74, 75/76, 77/78, 79/80, 81/82, 83/84, 85/86, 87/88, 89/90, 91/92, 93/94, 95/96, 97/98, 99/100, 101/102, 103/104, 105/106, 107/108, 109/110, 111/112, 113/114, 115/116, 117/118, 119/120, 121/122, 123/124, 125/126, 127/128, 129/130, 131/132, 133/134, 135/136, 137/138, 139/140, 141/142, 143/144, 145/146, 147/148, 149/150, 151/152, 153/154, 155/156, 157/158, 159/160, 161/162, 163/164, 165/166, 167/168, 169/170, 171/172, 173/174, 175/176, 177/178, 179/180, 181/182, 183/184, 185/186, 187/188, 189/190, 191/192, 193/194, 195/196, 197/198, 199/200, 201/202, 203/204, 205/206, 207/208, 209/210, 211/212, 213/214, 215/216, 217/218, 219/220, 221/222, 223/224, 225/226, 227/228, 229/230, 231/232, 233/234, 235/236, 237/238, 239/240, 241/242, 243/244, 245/246, 247/248, 249/250, 251/252, 253/254, 255/256, 257/258, 259/260, 261/262, 263/264, 265/266, 267/268, 269/270, 271/272, 273/274, 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11. In case of your absence, without any information/intimation to the concerned senior/supervisor, for more than 8 days, Show-cause notice will be issued to you, if you failed to reply within 5 days from the date of receipt of notice, it will be presumed that you are no longer interested in working for the Company and have abandoned its services, thereby terminating your contract of service. In such case, you will not be entitled to any compensation/statutory dues for loss of services.
12. You will be entitled for monthly paid leaves after confirmation and other leaves as per the prevailing leave policy of the company.
13. All leave application should be made within time as per the leave rules and should be supported by the proper documents. The leave application has to get sanctioned by your Reporting Manager or Authorized Person of the organization.
14. If any misconduct is alleged against you, the management is having the right to issue warning memo, suspend or terminate your services.
15. The Management reserves the right that it may change your duties, department, and shift timings as per the requirement of the Management. You will undertake to carry out all such duties with same diligently and satisfactorily.
16. You shall be required to maintain strict confidentiality of information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data.
17. Your initial posting will be at **Solapur**. However your services are transferable to any other place in India, whether in existence or which may come into existence hereafter without any change in the terms & conditions of your appointment letter. Refusal to join the transferred location will be treated as your resignation from the service.
18. You will be retiring from the services of the organization as per company retirement policy. For calculating the age the Date of Birth as per company's record will be treated as correct Date of Birth. You shall submit the authenticated proof of Date of Birth immediately, if the date recorded is not correct.
19. This appointment is based on the information given by you in your application and the documents submitted and shall be considered null and void if a material error / suppression or false details discovered therein at any time in future.
20. **Confidential:** "Your CTC is the confidential information of the Company. Any discussion or disclosure of your CTC, payslip with anybody other than your Department Head or HR will be considered as breach of HR rule by you. Kindly note, your CTC package is unique to you and not for comparison with other employees of the company."
21. The Management has full right to change any terms and conditions as laid down above in future without prior notice

Please acknowledge the receipt of this letter in token of acceptance of the all the above terms and conditions.

For P N Gadgil & Sons Ltd.


Authorized signatory


Jitendra Joshi
(Sales Head)





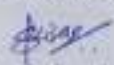
Annexure A - CTC breakup (Details of Point No. 1)

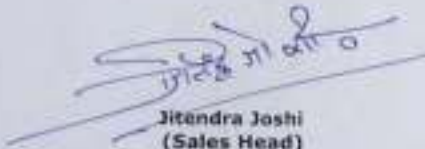
Sr. No	Particular	Per Month 24-25	Yearly 24-25
A	SALARY		
	Basic		
	HRA	12300	147600
	Other Allowance	700	8400
	Incentive (Target Based)	800	9600
	Total Gross Salary (A)	22300	267600
B	Company Contributions		
	Employer Contribution P.F. (Approx) 12%	1600	19200
	Employer Contribution ESI (Approx) (3.25% of Gross)	0	0
	Group Medical Insurance (Approx) *(Spouse & 2 Children)	800	9600
	Total Company Contributions (B)	2400	28800
C	Annual Benefits		
	Diwali Bonus (Approx)	1400	16800
	Total Annual Benefits (C)	1400	16800
	Total (A+B+C)	26100	313200

- ◆ Incentive is applicable pro rata based on monthly sales target achieved.
- ◆ All Figures subject to your full period attendance any without pay leaves will affect amounts pro-rata.
- ◆ PF, ESI & Profession Tax, Income Tax deduction (as applicable) will be done from your monthly Gross Salary.
- ◆ Bonus rate & Salary split change at discretion of company management.
- ◆ All deductions & contributions are subject to change due to, any future change in Statutory Provisions.
- ◆ Management reserves right to change any terms and condition mentioned above.

Thanking you,

For P.N. Gadgil & Sons Ltd.


Authorized signatory


Jitendra Joshi
(Sales Head)

I acknowledge that I have read, understood and accept the terms and conditions of this appointment letter. I will join my duties from 5/4/24

Date: 26/5/24

Place: Surat

(name & signature of employee)

Name - Saurabh P. Gajjaroshi



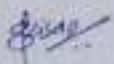
CTC break up is as follows:

Sr. No	Particular	Per Month 24-25	Yearly 24-25
A	SALARY		
	Basic		
	HRA	12300	147600
	Other Allowance	700	8400
	Incentive (Target Based)	800	9600
	Incentive (Target Based)	8500	102000
	Total Gross Salary (A)	22300	267600
B	Company Contributions		
	Employer Contribution P.F. (Approx) 12%	1600	19200
	Employer Contribution ESI (Approx) (3.25% of Gross)	0	0
	Group Medical Insurance (Approx) *(Spouse & 2 Children)	800	9600
	Total Company Contributions (B)	2400	28800
C	Annual Benefits		
	Diwali Bonus (Approx)	1400	16800
	Total Annual Benefits (C)	1400	16800
	Total (A+B+C)	26100	313200

- ◆ Incentive is applicable pro rata based on monthly sales target achieved.
- ◆ All Figures subject to your full period attendance any without pay leaves will affect amounts pro-rata.
- ◆ PF, ESI & Profession Tax, Income Tax deduction (as applicable) will be done from your monthly Gross Salary.
- ◆ Bonus rate & Salary split change at discretion of company management.
- ◆ All deductions & contributions are subject to change due to, any future change in Statutory Provisions.
- ◆ Your CTC is the confidential information of the Company. Any discussion or disclosure of your CTC, payslip with anybody other than your Department Head or HR will be considered as breach of HR rule by you. Kindly note, your CTC package is unique to you and not for comparison with other employees of the company.
- ◆ Management reserves right to change any terms and condition mentioned above.

Thanking you,

For P.N. Gadgil & Sons Ltd.


Authorized signatory

I hereby accept the Offer and CTC mentioned above

Name:-

Sign:-

Date of Joining:-

Offer Letter



Date: - 12.10.2023

Ref. No: NS/Emp/GWD/OF12-10

SHAHID SHAIKH

M: +91- 9284871851

Mr. SHAHID SHAIKH

Congratulations! We are pleased to offer you employment in our organization **Niyal Services**, situated at Dehradun as a **GIS Executive**, on the following terms and conditions,

The term of your employment shall be valid from **06-Nov-23**. You shall report to work on at 10.00 a.m. for our client Genesys International Corporation Ltd.

You will, with effect from 06-Nov-23 be deputed by the Company to work at the client's office/ premises at any of their locations, either on-site or offshore.

The employment shall be terminable by either party giving 15 Days' notice in writing or salary in lieu of notice, to the other party. Your monthly Salary package will be **Rs. 28,000 (Twenty-Eight Thousand) in Hand**.

Monthly Earnings	Rupees	Monthly Deductions	Rupees
Basic Salary	14900	PF (Employer)	1950
HRA	5960	PF (Employee)	1800
LTA	1241	ESIC (Employer)	0
Other Allowance	7699	ESIC (Employee)	0
Monthly Gross	29800	Total Deduction	3750
Take home	28000	Monthly CTC	31750
Annual Take home	336000	Annual CTC	381000

Your employment with Niyal services will be governed by your posting and requirement at Genesys International, through Niyal Services from the DOJ.

Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.

To indicate your acceptance of this Offer Letter and employment with Niyal Services, please submit a signed copy of this Offer Letter.

Sincerely,

For Niyal Services

Acknowledged and agreed

SHAHID SHAIKH

NIYAL SERVICES

#5, Plot No-24, Sai Lok, GMS Road, Dehradun-248001

PH. NO: +91- 7900575757

E-Mail:-niyalservices@gmail.com

www.niyalservices.com



Date: - 12.10.2023

Kindly Submit below mentioned Document for the joining formalities

- a) Copy of your Letter of Offer duly accepted.
- b) Last Three Months' Salary Statement from your previous employer or Bank Statement of Three Months, if applicable.
- c) Clearance (Relieving letter or Letter of resignation acknowledged) & Service Certificate from all your previous employers, if applicable.
- d) Self-Attested Photo copies of all your educational qualification certificates and proof of age along with the originals for verification.
- e) Recent Passport Size Photographs -04 and two family Photograph for ESIC (if eligible).
- f) ID proof (Copy of Aadhar Card and Pan Card).
- g) Dress code should be formal.
- h) You are advised to report to the HR at 10:00 A.M on your date of joining as mentioned below at the following address,

**Genesys International Corporation Ltd,
73-A , SDF-III , SEEPZ , Andheri (E), Mumbai 400096.**

NIYAL SERVICES

#5, Plot No-24, Sai Lok, GMS Road, Dehradun-248001

PH. NO: +91- 7900575757

E-Mail:-niyalservices@gmail.com

www.niyalservices.com





HRD/MML/O/14932/24

27 July 2024

Mr. Nagesh Shrishail Shilvant
Jay Bajrang Nagar Hotagi Road
Solapur South Shivshahi Solapur
Maharashtra- 413224

Dear Nagesh Shrishail Shilvant,

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited**. This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title:

You will be designated as **Internal Auditor-Audit**

2. Reporting:

You will be reporting to the **Deputy Divisional Internal Auditor-Audit**

3. Location

Your first posting will be at **Solapur**

4. Remuneration:

Your Annual Total Employment Cost to the Company would be **240000.00/- (Two Lakh Forty Thousand Only)** the details of which are been given in the Annexure attached

5. Job Description:

Your duties and responsibilities will be given separately

6. Posting/Transfer:

Even though your first posting will be at **Solapur** during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

7. Probation/Confirmation:

You will be on Probation for a period of 6 months. Your performance will be evaluated after the

completion of probation period. Your services will be confirmed with the company in writing, strictly on the basis of your performance during the probation period

8. Notice Period:

In case you decide to leave the company's services, you will be required to give 90 days' notice. The company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the company the gross salary for the notice period so reduced/waived off.

9. Medical Fitness:

Your offer is subject to your being found medically fit for employment.

10. Information:

This Offer Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio- data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this position, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

11. Responsibility:

With acceptance of this letter, you are undertaking the following responsibilities

- i. You will abide by the rules and regulations/Certified Standing Orders of the Company as may be in force from time to time
- ii. During your services with the Company, you will not undertake any other business or work, direct or indirect, honorary or with remuneration except with the written permission from the Management.
- iii. You will not during your services with us or any time, thereafter disclose to any persons, firm or Company, information regarding the Company, the disclosure of which may damage the interest of the Company.

12. You are advised to join us latest by: 05 August 2024

You are required to sign and submit a copy of this letter as a token of your acceptance of our terms and conditions along with the following documents (if not submitted already) within 2 days from the date of this offer failing which the offer will stand void.

- Copy of educational qualification (self-attested)
- Police Verification Certificate on or before 30 days of joining
- KYC - Self attested
- Copy of Relieving letter from the present Employer

Employees who are leaving the service without intimation to the company within 30 days from the date of joining shall be not eligible for any benefits as an employee and the company has the right to recover the loss incurred with regard to the appointment and his service.

13. Confidentiality

You acknowledge that in the course of performing services, you will obtain knowledge of the business plans, products, processes, software, know-how, trade secrets, formulas, methods, models, prototypes, discoveries, inventions, improvements, disclosures, names and positions of other employees and/or other proprietary and/or confidential information (collectively the Confidential Information). You agree to keep the Confidential Information secret and confidential and not to publish, disclose or divulge to any other party, and agree not to use any of the Confidential Information for your own benefit or to the detriment without the prior written consent, whether or not such Confidential Information was discovered or developed by you. You also agree not to divulge, publish or use any proprietary and/or confidential information of others that you are obligated to maintain in confidence.

This clause shall be applicable even after the discontinuation of your services with the organization

Professional Code of Conduct

You shall abide by the Professional code of conduct, as amended from time to time, at all times.

Acceptable Usage Policy

You shall be bound by the acceptable usage policy and the related policies from time to time.

Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.

For Muthoot Microfin Ltd




Subhansu Pattnayak

Chief Human Resource Officer



Monetary <ul style="list-style-type: none"> • Staff Loan • Incentive • Fuel Allowance • Yearly Bonus • Branch Grade-wise Pay increments 	Career Growth <ul style="list-style-type: none"> • Performance • Appraisal • Internal Promotion • Learning and Development Programs 	Work Life Balance <ul style="list-style-type: none"> • Second Saturday Off • Maternity Leave • Paternity Leave • Adoption Leave • Sports & Cultural Activities • Mobile connection
Health and safety <ul style="list-style-type: none"> • Term Insurance • Medical Insurance • Parental Insurance • Additional insurance to EOC employees 	Retirals <ul style="list-style-type: none"> • EPF • PF • LWF • Gratuity • Leave Encashment 	

Muthoot Microfin is a Great Place to Work® certified company. We are also one of the leading and fastest growing microfinance institution in India. The company offers tremendous growth opportunities for its employees. We have the best people practices and policies in place to ensure the wellbeing and work-life balance of our employees.

Salary Break Up		
Name	Nagesh Shrishail Shilvant	
Location	Solapur	
Designation	Internal Auditor	
Grade	O III	
Compensation Component Details	Per Month	Per Annum
Basic	11200.00	134400.00
HRA	4480.00	53760.00
Other Allowance	2139.00	25668.00
Gross(A)	17819.00	213828.00
Deduction		
Employee PF	1601.00	19212.00
Employee ESI	134.00	1608.00
Net Salary (B)	16084.00	193008.00
Employer PF	1601.00	19212.00
Employer ESI	580.00	6960.00
Total (C)	2181.00	26172.00
Cost to the Company (A+C)	20000.00	240000.00

For Muthoot Microfin Ltd




Subhansu Pattnayak

Chief Human Resource Officer



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

सूचना दिल्याबाबत पावती



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

१.	पावती क्रमांक	:	२४३११००३१९४६३९६३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१११८००६१२४०३								
३.	आस्थापनेचे नाव	:	ब्रह्मंडस्वामिनी फोटोग्राफी आणि शूटिंग सर्विसेस BRAHMANDSWAMINI PHOTOGRAPHY AND SHOOTING SERVICES								
४.	कामगारांची एकूण संख्या	:	५ <table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>५</td><td>०</td><td>०</td><td>५</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	५	०	०	५
पुरुष	स्त्री	इतर	एकूण								
५	०	०	५								
५.	अ) मालकाचे नाव	:	सौरभ सुभाष शिंदे SAURABH SUBHASH SHINDE								
	ब) आस्थापनेचा पत्ता	:	बी ७१ आदित्य नगर, विजापूर रोड, न्यू आरटीओ ऑफिस रोड, सोलापूर, सोलापूर (महानगरपालिका.), सोलापूर उत्तर, सोलापूर, ४१३००४								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	VIDEO AND PHOTOGRAPHY SHOP								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	२०३११००३१९४४७४३३७ १७/०६/२०१८								

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

दिनांक : ०२-१२-२०२४

ठिकाण : Solapur

कार्यालयाचा पत्ता : Office of the Assistant Commissioner of Labour, Solapur, Address- Sahastrajun Mangal Karyalaya, १२४-१st Floor, Sidhshwar Peth, Solapur.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
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CN102235738

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : MAHINDRA INTEGRATED BUSINESS SOLUTIONS PRIVATE LIMITED
(E01182700213)
- with Telephone no. & E-mail address : MITC 5TH FLOOR AKURLI ROAD, KANDIVALI EAST,
MUMBAI, MumbaiMumbai Suburban, Maharashtra
- : 022-68135559
: jethe.vinaayak@mahindra.com
2. (a) Name of Apprentice (Block Letters) : SHRINIWAS SHIVRAM DHALGE (A0922192822)
(b) Father's/Mother's /Spouse's Name : Shivram
3. Address of apprentice : 290, THOBADE WASTI, JUNA DEGAON
NAKA,VTC,SOLAPUR,NORTH,SOALPUR,MAHARASHTRA,
SOLAPUR, Solapur, Maharashtra
4. Gender : Male
5. Date of Birth : 24-12-2001
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Commerce
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Telecom Customer Care Executive - Call Center/Relationship Center
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption
(i) Name of the Course :
(ii) Duration of Training/Course : N/A
(iii) Name of the Institute :
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2016 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 2016 Hours
Period of On-the-Job Training : From 30-09-2022 to 24-09-2023
(c) Training Type : Simultaneous
11. Apprenticeship Training Location : MIBS , SOLAPUR
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : MAHINDRA INTEGRATED BUSINESS SOLUTIONS PRIVATE LIMITED
MIBS , SOLAPUR
Solapur
Maharashtra
12. (a) Date of execution of contract : 17-11-2022
(b) Age of Apprentice on the date of execution of contract : 20 years, 9 months and 19 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 : 12700
 - (b) During 2nd year of training : N/A
 - (c) During 3rd and 4th year of training : N/A

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) : Yuvashakti Foundation

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

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN102235738
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Auto-Approved

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.



S2 INFOTECH
INTERNATIONAL
LIMITED

Employee Name: Prachiti Prasad Jadhav
Contact No: 7972359979
Email ID: stutijadhav09@gmail.com
Designation: IT Office Assistant

Date: February 16, 2024

Contractual Offer Letter

Dear Prachiti,

Congratulations!

We are pleased to issue you this contractual offer letter for the position of **IT Office Assistant** with S2 Infotech. The terms & conditions of this letter will be applicable as under during your association with S2 Infotech.

1. Your contractual assignment will be from **February 01, 2024 to June 30, 2024**.
2. Your deployment will be onsite on **IGR-Maharashtra Stamp Duty Abhay Yojana, Pune City, IGR Head office** and your location will be transferable as per requirement.
3. You will be paid annual remuneration of **Rs 268,872/- (Rupees Two Lakhs Sixty Eight Thousand Eight Hundred Seventy Two Only)**. Detailed salary breakup is mentioned in the **Annexure 1** as below. Statutory benefits defined in Annexure 'A' will only be applicable. You will not be entitled for any other additional benefits / perks including but not limited to allowances, overtime, reimbursements, TA/DA, etc.
4. The salary / salary structure will revise during your association with S2 Infotech as per the decisions of Management.
5. Your deployment will be on **IGR-Maharashtra Stamp Duty Abhay Yojana Project**. As soon as **IGR-Maharashtra Stamp Duty Abhay Yojana Project** is completed, your services will stand discontinued with immediate effect.
6. Either party can terminate the engagement by providing One (1) months' notice. Since, you will be deployed onsite at our client site and if there are any dependencies, your notice period will be extended accordingly and you shall abide by the extended notice period and complete the dependencies / handover, if any. The company reserves the right to extend your notice period and / or insist on full compliance to the notice period and may initiate appropriate legal remedies should the employee violate the provision of notice.
7. The Company will terminate your services with immediate effect with no dues payable and without any notice for any reason including but not limited to misconduct, misbehavior, sexual harassment, unsatisfactory performance, moral turpitude, use of abusive language, consumption of liquor, misbehavior with colleagues / seniors / onsite client officers, malpractice, police case, political interference, any third-party interference, etc. and if required appropriate legal action will be initiated.
8. You shall refrain from engaging in any political movement, political activities, or conspiracy. You should not identify as representatives of the Company in any political activity or in any correspondence with news sources. You shall not exploit any political advantage or influence; in order to location/project transfer.



**S2 INFOTECH
INTERNATIONAL
LIMITED**

- Violation of this policy will result in immediate termination with immediate effect and with no dues payable to you and without any notice.
9. You can be transferred to another location / project any time during your tenure with S2 Infotech and you should adhere to the transfer offered by S2 Infotech, if not adhered your services shall stand terminated with immediate effect.
 10. Since you will be working with Government client, you shall not claim for Govt. job / service with Govt. client / Govt. office during your tenure with us. Your services shall be terminated with immediate effect, if we hear about you claiming for Govt. job.
 11. The policies of company shall be communicated to you from time to time based on the decisions from company and same shall be applicable to you. Also, you will follow these policies without any conditions.
 12. You will not be able to join competition for atleast 2 years, if left / relieved from the S2 Infotech. If heard about this, the company will take appropriate legal action against you and you will be solely responsible for this.
 13. During the term of your employment with Company, you shall not, directly or indirectly engage in any business activity or third-party work or serve in any capacity, whether full-time or part-time with any other entity or organization except as expressly authorized in writing by S2 Infotech. You shall devote your entire time, attention and energy exclusively to the business interests of S2 Infotech. Your services shall be terminated immediately without any notice and dues payable to you, if you found involved in any other business or third party work / service.
 14. You shall not use any of your personal details and personal bank accounts for any communication or dealings with onsite client, if found so your services will be terminated with immediate effect without any notice and dues payable to you.
 15. The TA / DA, if applicable shall be provided by the end client / department wherever you are deployed. The TA / DA will not be provided by S2 Infotech.
 16. You will not at any time, without the written consent of the management disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise, except when ordered by the court of law. If did so without any written consent of Management, your services shall be terminated without any notice and dues payable to you.
 17. All details of this offer letter including salary structure, amounts, salary slip, salary certificate are confidential and you cannot share it with anyone else even with officers / colleagues. If shared then your services shall be terminated without any notice and dues payable to you.
 18. If there is any discrepancy occurred during the Background Verification (Qualification, Experience, Police Verification, etc.) then this offer will stand cancelled with immediate effect and without any dues payable to you.



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LIMITED

19. You shall not work on two or multiple projects at a time without consent from your reporting manager and HR department of S2 Infotech. Also, you shall not do any kind of business and you shall also not work with any other company during your association with S2 Infotech. If observed doing so, your services will be terminated immediately without any dues payable to you.

Looking forward to a fruitful association with you.

Sincerely yours,

For S2 Infotech International Limited,

Rohit Vare
Sr. Executive – HR

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby confirm my acceptance of the same.

DATE: 01/02/2024

Signature



Employee Name: Prachiti Prasad Jadhav
Contact No: 7972359979
Email ID: stutijadhav09@gmail.com
Designation: IT Office Assistant

Annexure A

Private & Confidential

Compensation Structure		
Components	Amount/Month	Amount/Annum
Basic	12,650	151,800
HRA	5,060	60,720
Advance Statutory Bonus	1,054	12,648
Other Allowance	1,076	12,912
Total Salary (Gross)	19,840	238,080
Employer PF	1,921	23,052
Employer ESIC	645	7,740
Cost to Company	22,406	268,872
Deduction		
Employee PF	1,774	21,288
Employee ESIC	149	1,788
Professional Tax	0	0
Total Deduction	1,923	23,076
Net Take Home	17,917	215,004

Please Note** Mediclaim Insurance & Accidental Death Insurance is applicable only for Employee.

1. The Deduction of Rs. 1600/- for your insurance coverage including, GMC, GPA will be deducted from your gross salary for 6 months of your joining date as per the applicable terms and conditions.
2. Statutory benefits defined in above Annexure 'A' will only be applicable. No other benefits will be applicable to you.



Non-Disclosure Agreement

This is an Agreement between **Prachiti Prasad Jadhav** and **S2 Infotech International Ltd.** The Agreement is effective on your first day of employment **February 01, 2024** with **S2 Infotech International Ltd.**

During your employment with S2 Infotech, you will have access to and gain knowledge of confidential and proprietary information belonging to the Company. The term "Confidential Information" is defined below, but in general, it refers to any information related to the Company which is not known to the general public.

As an express condition precedent to your employment, you are required to agree to comply with the terms of this Agreement.

Therefore, intending to be legally bound, you agree to the following:

I. Confidential Information Defined.

1. As used in this Agreement, "Confidential Information" means confidential and/or proprietary information which is disclosed to you or which you otherwise learn of during the course of or as the direct or indirect result of your employment with the Company. Confidential Information is information not generally known to the public or to others who could obtain economic value from their disclosure or use of the Information. All information related to the Company which you gain during the time of your employment should be deemed confidential, unless clearly identified to be non-confidential.
2. Confidential Information includes all proprietary technical, financial, customer, business or other information owned by or licensed to the Company or any of its clients, customers, or vendors, including by way of illustration, but not limitation, customer lists, pricing data, supply sources, production techniques, computerized data, maps, production methods, product design information, written material, drawings, photographs, Employees, computer programs, software, firmware, inventions, discovery, improvement, development, tools, machines, designs, works of authorship, logos, promotional ideas, concepts, formulae, market information, trade secrets, information related to current or proposed research and development, organization charts, advertising materials, financial records and reports of the Company or any enterprise affiliated with the Company, inventions, patents, inventions that are patentable and works subject to copyright protection, copyrighted materials, and performance standards. Confidential Information includes, without limitation, Information which is made, written, discussed, developed, secured, obtained or learned (a) solely or jointly with others, (b) during the usual hours of work or otherwise, (c) at the request and upon the suggestion of the Company or otherwise, (d) with the Company's materials, tools, instruments, or (e) on the Company's premises or otherwise.
3. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your employment.
4. Confidential Information " shall mean any and all information, know-how and data, technical or non-technical, or description concerning any matters affecting or relating to your services for Company, the business or operations of Company, and/or the products, drawings, plans, processes, or other data of Company disclosed or provided by Company to the you, whether disclosed or provided in oral, written, graphic, photographic, electronic or any other form
5. The Confidential Information will be held by you in complete confidence and kept secret and confidential. You shall keep the Confidential Information and copies of it secure and in such a way so as to prevent unauthorized access or theft by any third party.



6. You shall not without our prior written consent, communicate or disclose, in whole or in part, to any person other than as permitted by us. In no case copy, distribute, sell, commercially exploit or otherwise make use of Confidential Information
7. The Confidential Information will not be summarized, excerpted from or otherwise publicly referred to, nor will it be used in anyway directly or indirectly detrimental to the S2 Infotech or for any purpose other than for purposes relating to the Services provided by S2 Infotech.
8. You shall inform the S2 Infotech immediately if You become aware that any Confidential Information has been disclosed to an unauthorized third party.
9. You shall not remove Confidential Information from the office or work-place, where work is being carried out.

II. The term "Confidential Information" does not include any information:

1. Which at the time it is made available to you, is in the public domain; or
2. Which subsequently comes into the public domain (other than as a result of any breach by you of the terms of this letter or any unauthorized disclosure by a person to whom Confidential Information has been disclosed); or
3. Which is or becomes available to you on a non-confidential basis from a source other than S2 Infotech (as evidenced by the S2 Infotech's or Employee's written records) provided that such source is and was not prohibited from disclosing such information by a legal, contractual or fiduciary obligation to S2 Infotech or any of its subsidiaries, advisers or representatives and you were aware of such obligation.

III. Return of Confidential Information.

You agree to promptly return all Confidential Information to the Company upon the earlier of the Company's request or the termination of your employment.

IV. Compliance with Rules.

You agree to comply with all reasonable rules established from time to time by the Company for the protection of Confidential Information.

V. Disclosure to the Company of Confidential Information.

You agree to promptly and fully disclose to the Company any Confidential Information that you design, create, or develop, including, without limitation, any Information which is patentable or subject to copyright protection or which may be protected as a trade secret.

VI. Disclosure of Intellectual Property.

You agree to disclose to the Company any patent or copyright applications or steps taken to protect intellectual property protection which you may file during the one year period following the termination of your employment. Any such applications filed within one year following your last day of employment are presumptively Confidential Information of the Company.



VII. Disclosure to the Government.

You are permitted by federal law to disclose Confidential Information if you do so in complete confidence, either directly or indirectly, to a federal, state, or local government official or to an attorney. Such disclosure is permitted, however, solely (i) for the purpose of reporting or investigating a suspected violation of applicable law; or (ii) in the context of a complaint or other document filed under seal in a lawsuit or other proceeding.

VIII. Title to Confidential Information.

All right, title and interest in and to all Confidential Information is vested exclusively in the Company, including, without limitation, Confidential Information or work product which you may author, create or develop.

IX. Survival of Promises.

You further agree that your obligations described in the Appointment letter clause 9 non-compete, it will continue beyond the termination of your employment with the Company, regardless of whether your termination is voluntary or involuntary. However, if you are asked to provide such assistance after termination of employment.

X. Injunctive Relief.

You hereby acknowledge (1) the unique nature of the Confidential Information which is the subject of this Agreement; (2) that Confidential Information constitutes trade secrets of the Company; that the Company will suffer irreparable harm if you breach your obligations under this Agreement; and (3) that monetary damages will be inadequate to compensate the Company for such a breach. Therefore, if you breach any of such provisions, then the Company shall be entitled to injunctive relief or any other remedies at law or equity, to enforce such provisions.

XI. Severable Provisions.

The provisions of this Agreement are severable, and if any one or more provisions may be determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions and any partially unenforceable provisions to the extent enforceable shall nevertheless be binding and enforceable.

XII. Modifications.

This Agreement may be modified only by a contract in a writing executed by the party to this Agreement against whom enforcement of such modification is sought.

XIII. Prior Understandings.

This Agreement contains the entire agreement between the parties with respect to the subject matter of this Agreement. The Agreement supersedes all prior understanding, agreements, or representations.

XIV. Waiver.

Any waiver of a default under this Agreement must be made in writing and shall not be a waiver of any other default concerning the same or any other provision of this Agreement. No delay or omission in the exercise of any right or remedy shall impair such right or remedy or be constructed as a waiver. A consent to or approval of any act shall not be deemed to waive or render unnecessary consent to or approval of any other or subsequent act.

XV. Jurisdiction.

This Agreement is to be construed pursuant to the laws of the State of Maharashtra. Employee waive an objection to the personal jurisdiction of any of the above named courts.

Agreed and accepted date 01/02/2024

Emp Name: **Prachiti Prasad Jadhav**

Emp Sign: *Prachiti*



Sushant Hulle

SwamiVivekananda Nagar,HattureWasti, Solapur
-413224

7741803455 | hsushant27@gmail.com

[in https://www.linkedin.com/in/sushant-hulle-0b0218280](https://www.linkedin.com/in/sushant-hulle-0b0218280)

Objective

Dedicated and detail-oriented accountant with experience in financial analysis and reporting. Trained at streamlining processes, ensuring accuracy, and optimizing financial performance. Seeking a accountant position to contribute my expertise to a dynamic organization

Experience

- **Solapur Pharma Hub LLP** 2023 - Present
Accountant
 - Bank Reconciliation & Vendor Ledger Reconciliation
 - Banking Operation & Excel Operating
 - Maintain all records Receipt and Payment and Purchase
 - GST Reconciliation
- **Siddheshwar Uniform Manufacturing Garments** 2020 - 2023
Assistant Accountant
 - Maintain all records like Vouchers, Receipts, Bills, and Payments.
 - Bank Reconciliation & Reconciliation of Sundry Debtors & Creditors
 - Payment follows up by telephonic & mailing & Handling petty Cash Records.
 - Send Quotation and Purchase Order by software
 - Maintain Sales Purchase Registers & Keep in Software properly
 - Banking Operation & Data Entry in Excel
 - GSTR1 Filling And GSTR Reconciliation

Education

- **Sangmeshwar College** 2023
Bachelor of Commerce
70.32%
- **Sangmeshwar College** 2020
12th
73.54%

Skills

- ERP software
- Excel
- Computer Operating
- Decision Making
- Handling Situation

Languages

- English
- Hindi
- Marathi
- Kannada

Personal Details

- Date of Birth : 27-Feb-2003
- Marital Status : Single
- Nationality : Indian
- Gender : Male

जोडपत्र - ब

शासन निर्णय शासकेय शिक्षण विभाग क्र. एसएनएन, १०९९/(१४०/१९) भा.शि. २,
दि. १३ ऑक्टोबर २००० चे संशोधन

शिक्षण सेवक चोखनेअंतर्गत शिक्षण सेवक म्हणून नियुक्ती देण्यात आलेल्या उमदेवाराकडून लिहून घ्यावयाचे

नियुक्ती पत्र

Ref - 2022-24/110

श्री. विठ्ठल रानगेकर पाटील (B.A., B.Ed)

Date - 01/04/23

240, किल्ले जमना नगर, जैजुल ओलापूर

Ref. H.O.L./No EST (4) /4397039/04/2023

- 1) आपणांस कळविण्यात येते की, प्राथमिक / माध्यमिक / उच्च माध्यमिक शाळेत / कनिष्ठ महाविद्यालय / अध्यापक विद्यालयात / विद्यानिकेतनात / सैनिक शाळेत शिक्षण सेवक नियुक्ती करण्यासाठी निवड करण्यात आली आहे.
- 2) शिक्षण सेवक म्हणून आपली नियुक्ती खालील अटी व शर्तीच्या अधीन असेल, त्या अटी व शर्ती मान्य असल्याबाबत विहित नमुन्यातील हमीपत्र आपण लिहून दिल्यानंतरच आपणांस शिक्षण सेवक म्हणून नियुक्ती दिली जाईल.

१) आपली शिक्षण सेवक म्हणून दि. ०१/०८/२३ ते दि. ३१/०८/२६ या कालावधीसाठीच राहिल. हा कालावधी संपल्यानंतर शिक्षण सेवक म्हणून आपली नियुक्ती आपोआप संपुष्टात येईल, त्यासाठी कोणती सूचना दिली जाणार नाही.

२) शिक्षण सेवक म्हणून आपली नियुक्ती संस्थेच्या कोणत्याही प्राथमिक / माध्यमिक / उच्च माध्यमिक शाळेत कनिष्ठ महाविद्यालयात / अध्यापक विद्यालयात / विद्यानिकेतनात / सैनिक शाळेत केली जाईल.

३) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरूपाची वैयक्तिक केल्यास आपली नियुक्ती रद्द करण्यात येईल. त्यासाठी नियुक्ती पत्रातील कालावधी बंधनकारक राहणार नाही, तथापी आपली नियुक्ती रद्द करण्या विरुद्ध व इतर तक्रारी बाबत प्राधिकृत समितीकडे अपील करता येईल.

४) नियमित स्वरूपात नियुक्त केलेल्या शिक्षकांच्या विद्या शासकीय कर्मचाऱ्यांच्या सेवा - सुविधा आपणांस देय असणार नाहीत.

५) आपले शैक्षणिक कामकाज समाधानकारक आढळून आल्यास संस्थेत रिक्त पद उपलब्ध असल्यास आपली नियुक्ती शिक्षण सेवक म्हणून पुन्हा करण्यात येईल. पुननियुक्तीबाबत आपणांस विभागीय शिक्षण उपसंचालकांच्या स्तरावरील समितीकडे अपील करता येईल.

६) शिक्षण सेवक पदावर ३ वर्षे समाधानकारक काम केल्यानंतर आपणांस शिक्षकांच्या नियमित पदावर नियमित वेतन श्रेणीत नियुक्ती देण्यात पात्र समजण्यात येईल. शिक्षण सेवक म्हणून नवीन नियुक्ती मिळाली तरी आपण शिक्षण सेवक म्हणून केलेली सेवा वेतन निश्चिती सेवा निवृत्ती वेतन किंवा अन्य कोणत्याही बाबीसाठी ग्राह्य धरली जाणार नाही.

७) आपण शिक्षण सेवकाचा ३ वर्षांचा कार्यकाल समाधानकारकरित्या पूर्ण केल्यानंतर नियमित शिक्षकांची रिक्त पदे उपलब्ध असल्यासच आपली त्या पदावर नियुक्ती करण्यात येईल.

८) आपणांस शिक्षण सेवक म्हणून हमीपत्रातून मुक्त व्हावयाचे असल्यास आपण आपल्या शाळा प्रमुखांपासून किमान १५ दिवसांची पूर्व सूचना आपल्या नियुक्ती प्राधिकार्यास देणे अथवा १५ दिवसांच्या अत मानघनाची रक्कम नियुक्ती प्राधिकार्याकडे जमा करणे आवश्यक राहिल आपण विहित मुदतीत तशी पूर्वसूचना न दिल्यास अथवा मानघनाची रक्कम जमा न केल्यास आपण पुन्हा कधीही शिक्षण सेवक म्हणून नियुक्ती देण्यात येणार नाही.

९) शिक्षण सेवक म्हणून आपणांस दरमहा रुपये १८,०००
अक्षरी रुपये ३०२१ हजार मानधन दिले जाईल.

१०) नियुक्तीच्या कालावधीत आपणांस खालील कर्तव्ये पार पाडावी लागतील.

- १) विद्यार्थ्यांची शाळातील उपस्थिती टिकविण्याच्या दृष्टीने पालकांशी संपर्क ठेवणे.
- २) शाळेत / कनिष्ठ महाविद्यालयात / अध्यापक विद्यालयात / विद्यानिकेतनात / सैनिक शाळेत दररोज संपूर्ण शाळेय कालावधीमध्ये नियमित व वेळेवर उपस्थित राहणे.
- ३) अध्यासक्रमामध्ये नमूद वेळापत्रमाणे आवश्यक ते शैक्षणिक साहित्य निर्माण करणे.
- ४) नेमून दिलेल्या विषयाचे विहित कार्यपद्धती नुसार अध्यापन करणे.
- ५) शासनाने आवश्यक केलेल्या प्रशिक्षणास उपस्थित राहणे.
- ६) शाळेत मुख्यअध्यक्षक / प्राचार्य यांच्या नियंत्रणाखाली काम करणे व शैक्षणिक तथा प्रशासकीय बाबी बाबत त्यांच्या आदेशाचे पालन करणे.
- ७) वर्गातील विद्यार्थ्यांचे सातत्यपूर्ण व सर्वोत्तम मूल्यमापन करणे.
- ८) शैक्षणिक व इतर उपक्रमांच्या (क्रीडा, स्पर्धा, वक्तृत्व स्पर्धा इत्यादी) आयोजनमध्ये सहभागी होणे.
- ९) महाराष्ट्र राज्य माध्य. व उच्च माध्यमिक शिक्षण मंडळाने सुचविल्याप्रमाणे परीक्षा विषयानुषंगाने पार पाडणे.

HEADMASTER

Mangalpur High School,
Akkalkot.

June 24, 2024

Mr. Chagundi Vishal Janardan

S/o Janardan
H.No: 124
Akkalkot Road, Solapur
Solapur,413006
Mobile No: 9637240097

Dear Mr. Chagundi Vishal Janardan,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:

You will be designated "Executive-Trainee", Grade "GT4", in **Quality Control** Department based at **ENAL Drugs Private Limited -I, Jeedimetla** Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs. 250000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- b. All Educational Certificates and any other Certificates related to specific Training and Skills
- c. Previous employment Service Certificate / Relieving Letter, if any
- d. Last Six Months Bank Statement
- e. Latest/Updated Aadhaar Cards of self and dependent family members
- f. PAN Card
- g. Passport / Driving License
- h. Cancelled Cheque leaf of active bank account
- i. Medical Certificate with Reports



Name: Chagundi Vishal Janardan

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **July 01, 2024**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Naga Ganesh Patnaik, Contact No. 9154312015 , Email ID: nagaganesh.patnaik@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
For ENAL Drugs Private Limited



K L N MURTHY
Associate Vice President- HR & Admin

June 21, 2024

Annexure-I

Mr.Chagundi Vishal Janardan

Designation: Junior Executive-Trainee

Grade: GT4

Department: Quality Control

TOTAL COST TO COMPANY

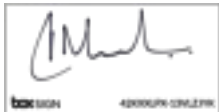
All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	12399	148789	Monthly
House Rent Allowance	4960	59516	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
A - Monthly Gross Total	18059	216705	
B. Statutory Benefits			
PF (Employer Contribution)	1488	17855	Monthly
ESI (Employer Contribution)	587	7043	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2775	33298	
C. Fixed Total Cost to Company (A+B)	20834	250000	
D. Gratuity (As per the Gratuity Act, 1972)	596	7157	
Total Cost to Company (C+D)	21430	257157	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For ENAL Drugs Private Limited



K L N MURTHY

Associate VicePresident-HR&Admin

Name: Chagundi Vishal Janardan

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

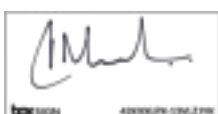
1. The effective date of joining shall not be later than **July 01, 2024**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **ENAL Drugs Private Limited -I, Jeedimetla** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **March 30, 2002**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. **You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. Either party may terminate this employment with one month's notice or Basic Salary payment in lieu of notice. The company reserves the right to terminate your employment without notice in case of gross misconduct or breach of company policies. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.**
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.



CHAGUNDI VISHAL JANARDAN

Name: Chagundi Vishal Janardan

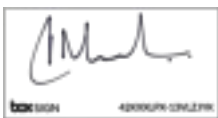
8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is **58** years' subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.



CHAGUNDI VISHAL JANARDAN

Name: Chagundi Vishal Janardan

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Handwritten signature of Chagundi Vishal Janardan in a rectangular box.

Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature:

Date