

**SAMARTH EDUCATIONAL TRUST****ARVIND GAVALI COLLEGE OF ENGINEERING**

Approved by AICTE, New Delhi, Recognized by Govt. of Maha. DTE Mumbai &amp; Affiliated to MSBTE Mumbai, Dr. Babasaheb Ambedkar Technological University Lonere

• AICTE ID : 14210711 • AISHE Code : C-11245 • DTE Code : EN 6545 • DBATU Code : 6545 • MSBTE Code : 1517 • NBA Accredited

• NAAC Accredited

• Address : Gat No 247, At Panmalewad, Post - Varye, Tal & Dist - Satara, Pin - 415 015  
• Mob : 9957100100, 9069700100  
• Email : arvgengg@sataara@gmail.com  
• Website : www.arvc.edu.in**5.2.1 Number of Placement of outgoing students during the year**

Year	Name of Student Placed and Contact Details	Program Graduated from	Name of the Employer with Contact Details	Pay Package at Appointment
2023-24	Chavan Aditya Madan (7822092926)	Electrical	SPL Power Pvt. Ltd, Pune (98227 59652)	300000
2023-24	Deshmukh Ankita Anil (83292821164)	Electrical	TUV Rheinland (India) Pvt. Ltd Pune (7769985527)	250812
2023-24	Shirke Deep Nandkumar (9325359751)	Electrical	Arete Manufacturing Services Pvt Ltd, Pune (9422605890)	180000
2023-24	Nikam Vivek Santosh (9356527018)	Electrical	SPL Power Pvt. Ltd, Pune (98227 59652)	300000
2023-24	Raut Mahesh Hanmant (9423641647)	Electrical	Megarail Power Project Pune (8047309009)	156000
2023-24	Salunkhe Sachin Chandrakant (9657015030)	Electrical	Philips Global Business Services Llp (9028557851)	216000
2023-24	Pawar Snehal Sunil (7391811608)	Electrical	Intelux Electronics Pvt.Ltd(Pune) (9970831133)	180000
2023-24	Pawar Mayuri Vilas (8767931853)	Electrical	Hi-Tech Co-Orparation Lecmec Sales And Services Pune(9370469784)	300000
2023-24	Chavan Shrawani Pradip (8329612249)	Electrical	Tata Motors Pune Mr.Harshal Gite (7620870342)	192000
2023-24	Ghorpade Rohit Anil (8600402526)	Electrical	Bajaj Auto Pvt Ltd, Pune (020) 27472851)	210000
2023-24	Kadam Rohit Ravindra (7219774161)	Electrical	Shree Balaji Electricals & Developers Satara Kiran Jagdale(9665838184)	300000
2023-24	Kumbhar Varsha Jotiram(7020178119)	Electrical	Stanley Black & Decker India Pvt Ltd Pune (02346-2211287)	180000
2023-24	Babar Saurabh Suryakant (7498943375)	Electrical	Filtrum Autocamp Pvt Ltd Hr Mayur Mandhare (9860063074)	200000
2023-24	Kadam Rohit Vishwas (9657261430)	Electrical	Powertech System Shivane Pune Mamata Gavade (9011022572)	180000
2023-24	Adarsh Rajendra Kumbhar (7249388170)	E & TC	Cubix Automation Pvt Ltd, Pune (9689943396)	180000
2023-24	Abhishek Bapuso Kanase (9322930958)	E & TC	Honeywell India Pvt Ltd, Ahmednagar (7709309856)	301440
2023-24	Ankita Jagannath Malusare (8459239155)	E & TC	Perfect Electronics, Wai (9822241255)	120000
2023-24	Atharva Chandrakant Shirke (9067484254)	E & TC	Gurukrupa Industries, Satara, (9067484254)	315000
2023-24	Dhanashri Rajesh Jadhav (9767628469)	E & TC	Inyaantra Tech Pvt Ltd, Pune, (8806607070)	180000
2023-24	Pournima Ankush Jadhav (7066951590)	E & TC	V-Soft Tech Pvt, Ltd. - Satara (8999928154)	180000
2023-24	Pratiksha Umesh Babar (8975511652)	E & TC	Filtrum Autocomp Pvt Ltd, Wai (9922736675)	210000
2023-24	Prerana Balasaheb Nikam (9325526936)	E & TC	Uni-Automation Pvt Ltd R & D Engineer, Pune (9764200345)	270000
2023-24	Sakshi Sunil Deshmukh (9561507670)	E & TC	Forbes Marshal, Pune (7620732796)	250000
2023-24	Shivani Sanjay Kadam (9373572082)	E & TC	Filtrum Autocomp Pvt Ltd, (9922736675)	210000
2023-24	Shrawani Pradip Pawar (8208917822)	E & TC	Avyanna Tech Pvt Ltd, Pune, (8484048963)	264000
2023-24	Tanavi Dhansing Chavan (9307344651)	E & TC	Filtrum Autocomp Pvt Ltd, (9922736675)	210000
2023-24	Vaishnavi Shankar Babar (9373240362)	E & TC	BSA Corporation , Pune (+91-020-27474997)	120000
2023-24	Vaishnavi Rajendra Mahangade (957924725)	E & TC	Aditya Control System, Pune (9372862590)	180000
2023-24	Jeevan Shivaji Bhosale (9561344456)	E & TC	Arete Manufacturing Services Pvt. Ltd, Pune (8956133218)	210000
2023-24	Shweta Shrikant Gurav (7559425924)	E & TC	Filtrum Autocomp Pvt Ltd, (9922736675)	278640
2023-24	Viraj Hauserao Chavan (9730554814)	E & TC	BSA Corporation , Pune (+91-020-27474997)	120000
2023-24	Aarti Dattatray Nikam (9307328736)	E & TC	Intelux Electronics Pvt Ltd, Pune, (9422025607)	180000
2023-24	Kshitija Sarjerao Habale (9307253255)	E & TC	Intelux Electronics Pvt Ltd, Pune, (9422025607)	180000
2023-24	Ruman Kasam Nalband (7558705614)	E & TC	M Tech Innovation Pvt Ltd, Pune (77740 57596)	240000
2023-24	Ganesh Sanjay Shelar (9689446735)	E & TC	Wipro Pari Robotics, Chennai (8007019790)	410472
2023-24	Nikhil Rajkumar Karape (8070193003)	E & TC	Intelux Electronics Pvt Ltd, Pune, (9422025607)	180000
2023-24	Pooja Dattatray Yadav (9552538541)	E & TC	Bluboxx Communication Pvt Ltd, Pune (7620732796)	146400
2023-24	Akshada Pradip Pawar (9307084041)	E & TC	Milwaukee Electronics, Satara (8468931489)	168000
2023-24	Mayur Nitin Keskar (7414930735)	E & TC	BST, Third Party, Bharat Vikas Group (8291347914)	300000
2023-24	Atharv Nandkumar Deshpande (7262890067)	CSE	Enfuse Solutions Pvt Ltd, Mumbai (022 - 28118383)	207600
2023-24	Rushikesh Anil Katkar (9146979348)	CSE	Nextwbi It Solutions, Bangaluru (76196 35111)	240000
2023-24	Gauri Deepak Sagare (7058611497)	CSE	Capgemini Technology Services India Limited, Mumbai (022 - 7144 428)	400000
2023-24	Harsh Chandrakant Jadhav (8788906850)	CSE	Colan Infotech Pvt Ltd, Chennai (044 - 4284 4666)	240000
2023-24	Nikita Mahadev Sakunde (7559442032)	CSE	Capgemini Technology Services India Limited, Mumbai (022 - 7144 428)	400000
2023-24	Pooja Vasant Thorat (8485883281)	CSE	2020 Analytics Insights Pvt Ltd, Pune (8600004240)	180000
2023-24	Sanket Himmat Thorat (8329813321)	CSE	2020 Analytics Insights Pvt Ltd, Pune (8600004240)	180000
2023-24	Prasad Ankush Sawant (9370469784)	CSE	Conneqt Business Solution, Pune (020 - 61056001)	214420
2023-24	Shreyash Kantilal Pawar (9370469784)	CSE	Colan Infotech Pvt Ltd, Chennai (044 - 4284 4666)	216000
2023-24	Harshada Dattatray Jadhav (720322923)	CSE	Compucom, Pune (020 - 67247888)	265000
2023-24	Asmita Ganesh Ubhe (8668703524)	CSE	Tata Consultancy Services, Pune (020 - 66087777)	336000
2023-24	Sakshi Sanjay Chinchkar (9322314956)	CSE	Accenture Solution Pvt. Ltd, Pune (020 - 7147 7100)	415555
2023-25	Pranav Mane (8975456700)	CSE	LabourNet Services Pvt Ltd, Bangluru (8044504450)	240000
2023-24	Shridhar Prakash Aware (8999615618)	CSE	Wathare Infotech, Satara (9423865420)	240000
2023-24	Anrudha Sanjay Kadam (9022203409)	Mechanical	Tetra Automotive, Pune (9822639354)	300000
2023-24	Arati Sanjay Gaikwad (9359253130)	Mechanical	Tirunala Industries & Allied Services Pvt. Ltd, Pune	210000
2023-24	Hasan Allauddin Shaikh (9579607610)	Mechanical	Mechanite Engineering Solutions, Satara (8468931489)	300000
2023-24	Lakhan Jagannath Kole (9860042407)	Mechanical	P&P Food Machines Engineering, Shivane (8805813720)	176000
2023-24	Kiran Suresh Bote (9970435333)	Mechanical	Huf India Pvt Ltd, Pune (02135 - 674100)	400000
2023-24	Mangesh Shankar Nimbalkar (9867555510)	Mechanical	Jacob'S Engineering India Pvt Ltd, Mumbai (022 - 26812000)	450000
2023-24	Prathamesh Prabhakar Rane (9821911387)	Mechanical	Bpcl, Chembur, Mumbai (022 - 25524379)	500000
2023-24	Girish Pndurang Bhagwat (9987773397)	Mechanical	Kinetic Green, Pune (020 - 66142049)	475000
2023-24	Pawar Keshav Bhanudas (7796850243)	Mechanical	Philips Electronics India Ltd, Pune (9899110885)	216000
2023-24	Sahil Gulabnann Shikalgar (8888710169)	Mechanical	Mh & Sons Pvt Ltd, Satara (7947107285)	210000
2023-24	Nikhil Shantaram Khalade (9561690648)	Mechanical	Magnum Forge And Machine Works Pvt. Ltd, Pune (020 - 24217010)	567504
2023-24	Prapakta Vishwajit Khamkar (7387537159)	Mechanical	Forms And Surfaces India Pvt. Ltd, Pune (020 - 674100)	400000
2023-24	Rohit Vinod Gade (7219757165)	Mechanical	E Gearz Pvt. Ltd, Sahrwal (9922548822)	200928
2023-24	Sumit Dnyaneshwar Bhoite (9552404442)	Mechanical	Abhitech Fab & Machining Pvt. Ltd, Pune (020-4515147002)	180000
2023-24	Akanksha Dattatray Matkar (8857819880)	Mechanical	Dana India, Chakan - Yashaswi (020-9272727)	180000
2023-24	Swapnil Dattatray Kate (9545149223)	Mechanical	Ksb India Limited, Mumbai (022 - 6648827)	580000

2023-24	Ketan Mohan Shinde (8806020687)	Mechanical	Aura Laserfab Pvt Ltd, Shirval (8530702954)	304810
2023-24	Arjun Laxman Gandhale (9326103155)	Mechanical	Spec Technical Services, Mumbai (7021493867)	200000
2023-24	Faizan Javeed Attar (9823198915)	Mechanical	Top Gear Transmissions, Satara (02162 - 240493)	198396
2023-24	Juned Jamir Shaikh (9359202236)	Mechanical	Jay Motors, Satara (02162 - 245685)	220000
2023-24	Afroz Alam Noor Alam Siddiqui (98343595)	Mechanical	Maharashtra Scooter Ltd Satara (02162 - 2244668)	120000
2023-24	Adnan Firoj Shaikh (7071111816)	Mechanical	Tedra Automotive, Pune (9822639354)	300000
2023-24	Digvijay Ghorpade (7058294536)	Mechanical	E Gearz Pvt. Ltd, Sahirwal (9922558772)	200928
2023-24	Chavan Avinash Popat (7822846941)	Mechanical	E Gearz Pvt. Ltd, Sahirwal (9922558772)	200928
2023-24	Akash Dnyandeve Mane (7666031307)	Mechanical	E Gearz Pvt. Ltd, Sahirwal (9922558772)	200928
2023-24	Kamble Vaishnavi Satish (9284826083)	Mechanical	Gpro Drives, Satara (8956174510)	131256
2023-24	Abhijeet Shinde (8766419950)	Mechanical	Army	360000
2023-24	Aishwarya Sharad Panvelkar	Mechanical	Dana India, Chakan (9822388040)	180000
2023-24	Rushikesh Shivaji Nikam (9987004232)	Mechanical	Defence	410000
2023-24	Rohit Nivrutti More (8806498814)	Mechanical	Filtrum, Pune (9922736675)	220000
2023-24	Patil Aditya Ravindra (7219319692)	Mechanical	Opus Design Ltd, Pune (7947116707)	300000
2023-24	Shubhangi Sadashiv Deshmukh (902265385)	Mechanical	Vrf Aircon Pvt. Ltd, Pune (942250009)	294430
2023-24	Ajay Ravindra Nayakawadi (8530152268)	Mechanical	Tata Moros, Pune (7875295714)	180000
2023-24	Vedanti Kishor Ghodke (7758091810)	Mechanical	Forbs Marshal, Pune (020 - 39851199)	222000
2023-24	Chorage Abhay Sanjay (8007171677)	Civil	Akash Construction, Satara (7499612656)	144000
2023-24	Kedare Pooja Ramesh (70582566050)	Civil	Mangesh Avinash Lawand And Associate, Satara (9823887776)	120000
2023-24	Sahil Dadaso Satpute (8956014744)	Civil	S A Enterprizes, Wai (9822116686)	120000
2023-24	Kumbhar Sanjna Narayan (8975204511)	Civil	Akash Construction, Satara (7499612656)	120000
2023-24	Chavan Prithviraj Nitin (9561331333)	Civil	S A Enterprizes, Wai (9822116686)	120000
2023-24	Gurav Anirudha Dilip (9850124224)	Civil	Bharati Hospitality And Services, Pune (8806147524)	288000
2023-24	Kadam Atul Ramesh (9403197550)	Civil	QUESS Corp. Ltd, Bangalore (1800-572-3333)	180000
2023-24	Patil Avadhut Baban (8530459921)	Civil	Samrudhi Infrastructure, Karad (9665537262)	180000
2023-24	Salagare Omkar Shailesh (8793890220)	Civil	Omkar Construction, Mahad (8793890220)	288000
2023-24	Pawar Sachin Hanamant (8625017110)	Civil	Veera Group of Construction, Satara (7559335983)	180000
2023-24	Kalbor Balram Popat (9657278512)	Civil	Veera Group of Construction, Satara (7559335983)	180000
2023-24	Nesarikar Avirat Udaykumar (7775879947)	Civil	Sai Construction, Satara (7774019888)	180000
2023-24	Valekar Dinesh Shrimant (9359134404)	Civil	Sai Construction, Satara (7774019888)	180000
2023-24	Valekar Mayur (7558783261)	Civil	Skyline Construction, Satara (9922203538)	144000
2023-24	Chavan Sahil Randhir (7972206508)	Civil	Skyline Construction, Satara (9922203538)	144000
2023-24	Chavanswapnali Manik (8080912207)	Civil	Mruda Consultants Pvt. Ltd, Satara (9987515657)	144000



  
 Principal  
 Samarth Educational Trust  
 Arvind Gavali College of Engineering  
 Panmalewadi, Satara



**SPL POWER**

Date: - 04/03/2024

To,  
Mr. Aditya Madan Chavan,  
Email – adityachavan4220@gmail.com  
Mob – 7822092926 / 7301587070

**Subject: - Appointment Order.**

This has reference to your application for the post of **Sales Executive**. We are pleased to inform you that we have selected you for the post of **Sales Executive** for a Probationary Period of 6 Months. Continue employment after successful and satisfactory completion of six months probationary period.

As per our mutual discussions during personal interview we offer you following Payment.

- Basic salary inclusive of all - Rs 25,000/- per month.
- Travelling Expenses will be extra as per movement.

- Joining – Immediate.

Contact Person. Mr. Shreyas Deshmukh Ph. – 7767036159 / 8007819911

Office Address – Sr No 73/9/2/1, Near Wonder City Ground, Behind Kalash Building, Katraj, Pune 411 046.

We hope you will accept of offer and give us acceptance. From our side please treat this offer as firm confirmation from our side and based on this you may proceed with your formalities to get relieved from your existing employment.

Thanking you,

Yours truly,

**M/s. Shivamshree Power Pvt. Ltd**

**Director**  
(Shreyas D. Deshmukh)

## **SHIVAMSHREE POWER PVT. LTD.**

**Head Office** : Radhakrishna Nagar, S.No. 73, Plot No. 9/2 (1), Behind Wonder City Ground, Back Trimurti Resi, Katraj, Pune-46.

Ph No.: 9822759652, 8007819911, 9561226593

**E-mail** : shivamshree567@gmail.com

**Factory** : Chkan MIDC, Phase - 2, Plot No. PAP- SH-27, Shinde Village, Tal. Khed, Dist. Pune - 410 501.

August 19, 2024

**Ms. Ankita Anil Deshmukh**  
A/P-Kale, Satara, Karad,  
Maharashtra, 415104

Dear Ms. Ankita,

We refer to the discussions we have had and are pleased to inform your engagement with us as **Junior Engineer** in **Industrial Services** department on contract basis at **Pune** with effect from **August 21, 2024 to August 20, 2025**. You will be reporting to the Immediate Manager/Official for all technical and disciplinary matters.

You shall be paid a total CTC salary of **Rs. 2,50,812.00** per annum (Rupees Two Lakhs Fifty Thousand Eight Hundred and Twelve Only), including the company's cost to Provident Fund and Gratuity as per Gratuity Act. The salary shall be paid monthly and will be prorated basis the tenure of your contract. The mentioned remuneration is subjected to the deduction of taxes as per the prevailing income tax laws/rules. You shall not be eligible for any other allowance or bonuses other than what is mentioned above. You are covered under Group Medical Insurance, Group Personal Accident and Group Term Life as per company Policy.

A detailed employment contract, stipulating the terms and conditions of the employment contract, Job responsibilities and the Performance Targets shall be made available to you upon your joining the organization.

You are requested to return the enclosed copy of this letter duly signed, in token of your acceptance to the offer letter.

Please carry along with you 4-passport size Photographs, all your credential certificates of Qualification and experience, Pan Card Copy, Original Relieving letter from the present employer (if any) while on the day of your joining.

We wish that this would be the beginning of a long, mutually beneficial and supportive association.

For TÜV Rheinland (India) Pvt. Ltd.

**Accepted**



**Rakesh Nair**  
Head – Human Resources – India

**(Ankita Anil Deshmukh)**

**Head Office:**

27/B, 2<sup>nd</sup> Cross Road  
Electronic City Phase I  
Bangalore – 560 100, India

Tel: +91 80 4649 8000

+91 80 4649 8110

Fax: +91 80 4649 8042

**Regional Offices:**

Ahmedabad	Noida
Chennai	Panchkula
Coimbatore	Pune
Gurugram	Ranipet
Hyderabad	Tirupur
Kochi	Trichy
Mumbai	Vadodara

Email : [info@ind.tuv.com](mailto:info@ind.tuv.com)  
Website : [www.tuv.com/in](http://www.tuv.com/in)

CIN: U72501KA1996PTC020653

<b>Annexure: Salary Breakup of Ms. Ankita Anil Deshmukh</b>		
<b>Salary Components</b>	<b>Per Month Amount (Rs)</b>	<b>Per Annum Amount (Rs)</b>
Basic	15,000.00	1,80,000.00
Special Allowance	2,800.00	33,600.00
<b>Gross Earnings</b>	<b>17,800.00</b>	<b>2,13,600.00</b>
Employer Provident Fund	1,800.00	21,600.00
ESIC	579.00	6,948.00
Gratuity	722.00	8,664.00
<b>Total CTC</b>	<b>20,901.00</b>	<b>2,50,812.00</b>

For TUV Rheinland (India) Pvt. Ltd

Accepted



**Rakesh Nair**  
Head – Human Resources – India

**(Ankita Anil Deshmukh)**



AGCE TPO <tpo@agce.edu.in>

---

## Request for Selection Status @ Arete Manufacturing Services Pvt Ltd

---

**Pune Jobs** <hr.punejobs111@gmail.com>  
To: AGCE TPO <tpo@agce.edu.in>

Tue, Aug 13, 2024 at 3:13 PM

Please check Selection Candidates List below

- 1) Deep Shirke Doj-20Aug
- 2) Suraj pol Doj-16Aug
- 3) Jeevan Bhosale - 16Aug
- 4) Deep shirke Doj-20Aug

[Quoted text hidden]



**SPL POWER**

Date: - 04/03/2024

To,  
Mr. Vivek Santosh Nikam,  
Email – viveknikam4324@gmail.com  
Mob – 9356527018.

**Subject: - Appointment Order.**

This has reference to your application for the post of **Sales Executive**. We are pleased to inform you that we have selected you for the post of **Sales Executive** for a Probationary Period of 6 Months. Continue employment after successful and satisfactory completion of six months probationary period.

As per our mutual discussions during personal interview we offer you following Payment.

- Basic salary inclusive of all - Rs 25,000/- per month.
- Travelling Expenses will be extra as per movement.

- Joining – Immediate.

Contact Person. Mr. Shreyas Deshmukh Ph. – 7767036159 / 8007819911

Office Address – Sr No 73/9/2/1, Near Wonder City Ground, Behind Kalash Building, Katraj, Pune 411 046.

We hope you will accept of offer and give us acceptance. From our side please treat this offer as firm confirmation from our side and based on this you may proceed with your formalities to get relieved from your existing employment.

Thanking you,

Yours truly,

**M/s. Shivamshree Power Pvt. Ltd**

**Director**

(Shreyas D. Deshmukh)

## **SHIVAMSHREE POWER PVT. LTD.**

**Head Office** : Radhakrishna Nagar, S.No. 73, Plot No. 9/2 (1), Behind Wonder City Ground, Back Trimurti Resi, Katraj, Pune-46.

Ph No.: 9822759652, 8007819911, 9561226593

**E-mail** : shivamshree567@gmail.com

**Factory** : Chkan MIDC, Phase - 2, Plot No. PAP- SH-27, Shinde Village, Tal. Khed, Dist. Pune - 410 501.

**IDENTITY CARD FOR CONTRACTOR LABOUR**  
**CARRIAGE WORKSHOP, MATUNGA, MUMBAI-19.**

Ref:- CWM Office Elect. Genl. Branch MTN's LOA No. GEMC-511687775900614 Dt:25/08/2023



1. Sr. No. : GEMC-511687775900614/  
 2. Name of Establishment : Megarail Power Projects LLP  
 3. Address of Establishment : 602, Atmaram Tower, Aglary Lane, Jambhli Naka, Thane.  
 4. Name of Employee : **Mr. Mahesh H Raut**  
 5. Address of Employee : As per Aadhar: Bhavani Nagar, Vaduj, PO Vaduj, Taluka Khatav, Dist Satara 415506  
 6. Age & Sex : 22 Years Sex:- Male  
 7. Date of entry in service : 06-02-2024  
 8. Designation/Nature of Work : Engineer LHB SS2 & SS3  
 9. Railway Department : Electrical/SSE/AC Shop, Carriage Workshop, Matunga, Mumbai- 400 019.

Sr. No.	Validity Date of Identity Card		Signature of Employee	Counter Signature of Concerned Supervisor of Railway	Ref. If any
	From	To			
17	06-02-2024	06-05-2024	<i>M Raut</i>	<i>H Singh</i> वरिष्ठ अनुभाग अभियंता वातानूकूल खाता (माटुंगा) Senior Section Engineer 94511 AC Shop (Matunga)	

NOTE- (1) Please collect the Entry Permit of Contractor Staff from Competent Authority by the Contractor.  
 (2) Normal Working Hrs. as 08.00 Hrs. to 16.45 Hrs. (Excluding Holidays & Sundays)  
 (3) Renewal has to be taken every three month for Entry Permit as well as Work Permit by Competent authority.





**16 Nov 2024**

**Mr.Sachin Salunkhe Chandrakant Salunkhe (Sachin Salunkhe)**

At/p Navin Kavathe Tal.Karad Dis.Satara  
Karad,  
Maharashtra 415106

Dear Sachin Salunkhe,

Subject: Apprentice Training

With reference to your application for Apprenticeship Training and subsequent tests and interview you had with us, we are pleased to engage you as an "Diploma Apprentice Trainee" in our organisation on the following terms and conditions:

- Your training will commence on 08 December 2024 and will complete on 08 December 2024.

You shall report for training directly at our office, the address of which is as follows:

Philips Global Business Services LLP  
Philips India Ltd.,Plot B-79, MIDC Industrial area, Chakan Ph-2, Vill Sawardari

- During your Apprenticeship your stipend will be Rs. 18,000 per month.
- Please note you will be provided with subsidized transportation & canteen facility.
- You will abide and be governed by Apprentices Act, 1961 and Rules there under.
- Please bring along with you the following documents for our Verification

- a. Proof of age (SSLC/HSC or equivalent certificate)
  - b. Photocopies of your certificates relating to your education, experience & salary
- Five passport size photographs.

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

The ability to learn and develop new skills faster is decisive in being successful. The ability to absorb and exploit knowledge and

**Philips Global Business Services LLP**

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghere, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata – 700156  
West Bengal, India  
LLPIN: AAH-2565



experience is vital to your growth. We look forward to a pleasant association with you and hope that you will have a good learning experience.

Thanking you,

Yours faithfully

for **Philips Global Business Services LLP**

Received copy of this letter understood contents and terms and agrees to abide by the same.

#### TERMS & CONDITIONS

- Your training assignment with us is subject to your being found medically fit by the medical officer prescribed by us and production of all relevant documents by you.
- During your training period your learning and performance will be monitored periodically by your Manager.
- The company is under no obligation to offer you employment after the completion of your Apprenticeship period.
- With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
- You will not engage yourself directly or through an agent in work, business, profession or employment either honorary or otherwise during the period of your training with the company.
- You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.

#### **Philips Global Business Services LLP**

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghere, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata – 700156  
West Bengal, India  
LLPIN: AAH-2565



- You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
- During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safe guard expressly the interest of \_\_\_\_\_.
- You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
- This training offer is being issued to you on the understanding that all the information furnished by you both at the time of interview as well as in your application are complete and correct. If, however, the company comes to know during your stay with us that you have intentionally withheld certain information or that the information provided by you are false and/ or not correct or incomplete, the company reserves the right to discharge terminate your Apprenticeship training without notice or compensation.
- If at any time in our opinion, which is final in this matter, you are found guilty of dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental to our interest or of violate of one or more terms of this letter, your services may be terminate without notice.
- The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation and provocative behaviour involving in any act of moral turpitude.
- The company is entitled to terminate your Apprenticeship without assigning any reason whatsoever, by providing 30 days' notice.
- Upon termination of your apprenticeship, due to any reason whatsoever, you will immediately return to the company all confidential and proprietary information and property of Philips in your possession including but not limited to papers, documents, properties/assets, ID card, Credit Card, Laptop with charger, hard drives, non-fulfilled customer orders/services, if any etc. which may at that time be in your possession relating to the business or affairs of the company.
- You will abide by the rules and regulations of the company, which are in force from time to time and the General Business Principles of the company. On Joining, you shall comply with Philips General Business Principles available at [www.philips.com](http://www.philips.com), as updated from time to time.
- The company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. Any violation of this clause shall entail strict disciplinary action, as appropriate, including termination of your services.

#### **Philips Global Business Services LLP**

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghare, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata – 700156  
West Bengal, India  
LLPIN: AAH-2565



- You shall not place yourself in a position, which warrants any pecuniary/non pecuniary obligation with vendors, suppliers, business associates, competitors, etc. You shall also not accept directly or indirectly any gift or reward from any person with whom you are likely to have official dealings.
- If you are party to any criminal proceedings in your personal capacity you have to inform the assigned HR Manager on immediate basis in writing. Further, if you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in an act, which in the opinion of the company is prejudicial to the interest of the company, the company may without any previous notice, terminate your services.
- In the event of your completion of Apprenticeship, you will not represent the company either personally or by your agent, directly or indirectly, as being in any way connected with or interested in the business of the company.
- All terms and conditions will be governed by the company's policies as stated from time to time and the company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in company's policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the company.
- Your working hours shall be as per company policy and you are expected to complete your duties within the same.
- You are prohibited from using or sharing any information acquired during your apprenticeship with the company for any personal or any other third party's gain or advantage.
- You are prohibited from using any unauthorized or unlicensed software in connection with your computer system that may be provided by the company. You are required to take additional responsibility for the physical security of the computer system as well as the information contained therein. The company has the right to inspect your usage of the same any time without any notice to you.
- You must not disseminate any information which a) belongs to or impersonates another person over which you have no rights (including infringement of Intellectual Property) b) is defamatory, offensive, inappropriate c) contains a virus or any other harmful component d) contains unlawful advertising, promotion etc. e) violates any applicable law or regulation.
- You are required to comply with all applicable laws of India in pursuance of your apprenticeship and in case of any legal action pending or taken against you, the same shall be disclosed to the company, failing which your services may be terminated by the company.
- In the event of any dispute regarding the terms and conditions with reference to this Apprentice Training, the same will be subject to the exclusive jurisdiction of the courts of Gurgaon, Haryana.

Received copy, understood contents of Srls.1 to 26 of "Terms & conditions" and agree to abide the same.

#### **Philips Global Business Services LLP**

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghare, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata – 700156  
West Bengal, India  
LLPIN: AAH-2565

**DOC NO./IEPL/HR/PA/F04**

**Sub: Offer Letter**

**Date : 21-May-2024**

To,

**Ms. Snehal Pawar,**

With reference to your application and subsequent interview, we are pleased to offer you the job for the post of "**Trainee Engineer**" in our company. You will be based at our "**Dhayari**" office.

The detailed appointment letter will be given to you at the time of joining. **You have to join on or before "03-June-2024"**. Offer stands cancelled in case of any deviations in information or if you fail to report on DOJ. I will have to assume that you have not accepted this job offer if I do not hear from you before "**23-May-2024**".

You will be receiving monthly Gross Salary / Annual CTC as discussed.

You are requested to bring attested copies of the following along with the original certificates/ testimonials, at the time of joining.

- All Educational Certificates.
- All Experience Certificates from previous employers.
- Resignation acceptance letter and Relieving letter (Current Employment).
- Six Passport size photographs.
- Address Proof (Ration Card / Aadhar card) and Identity Proof (PAN card / License / Voter ID).
- Medical Fitness Certificate from any authorized MBBS Doctor.

You have to sign Indemnity Bond for 2 years with Intelux after joining

You have to attend the Basic Course from Art Of Living before/ After joining.

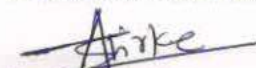
You will be eligible for leaves and holidays as per the company policy. No leaves are permissible during the probation period. If any leaves taken during this period will be considered as Loss Of Pay otherwise as decided by the management.

Since the company is growing and has to streamline its's operations, You may be expected to work for extended hours/ days as per the requirement of the situation and the management.

Please confirm the receipt of this offer letter by signing the duplicate hereof.

Thanking You,  
Yours faithfully,

**For Intelux Electronics Pvt Ltd.**



**Archana Firke**

**Sr. Executive - Human Resources.**

**HI – TECH CORPORATION**  
**LECMEC SALES & SERVICE**

**OFFER LETTER**

Date: 22/JUN/2024

To,  
Ms. Mayuri Vilas Pawar  
Phone No:8767931853

**Sub: Offer Letter**

Dear Mayuri P.,

We are pleased to offer you the post of Design Engineer based at **Hi – Tech Corporation Lecmec Sales & Service.**

The compensation structure is enclosed for your reference as Annexure.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for two months.

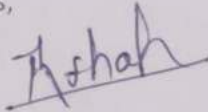
This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,  
Rajesh Shah  
HR - Head



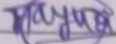
**Lecmec Engineering Pvt. Ltd.**  
33, Dr. Ambedkar Road, Mantri Court,  
Next to RTO, Pune-411001.

**HI – TECH CORPORATION**  
**LECMEC SALES & SERVICE**

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on 1 July 2024.

Name: Mayuri Vilas Pawar

Signature: 

Date: 22/06/2024

**HI - TECH CORPORATION**  
**LECMEC SALES & SERVICE**

**Annexure**

<b>Components*</b>	<b>Amount (INR)</b>
Monthly Gross (Basic + HRA + Conveyance + Special Allowance)	25000.00
Bonus	36000.00
CTC	300000.00

*Lahah*

**Lecmec Engineering Pvt. Ltd.**  
39, Dr. Ambedkar Road, Mantri Court,  
Next to RTO, Pune-411001.



CN112365653

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : QUESS CORP LIMITED (E08182900003)  
with Telephone no. & E-mail address : 3/32, QUESS HOUSE, SAIJAPUR ROAD, AMBALIPUR,  
Bengaluru (Bangalore) Urban, Karnataka, 560103,  
thumkurBengaluru Urban, Karnataka  
: 080-61051175  
: shashank.s@quesscorp.com
2. (a) Name of Apprentice (Block Letters) : SHRAVANI PRADIP CHAVAN (A0823239725)  
(b) Father's/Mother's /Spouse's Name : Tukaram Pradip Chavan
3. Address of apprentice : null, null, VASTI SAKURDI, null, Maharas  
htra, Satara, 415114, null,  
: Satara, Maharashtra
4. Gender : Female
5. Date of Birth : 31-10-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Science
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Maintenance Technician- Mechanical
9. Apprenticeship Training duration (Total) : 720 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 02-11-2023 to 21-10-2025
10. Apprenticeship Training Location : Pune  
(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 : QUESS CORP LIMITED  
Pune  
Pune  
Maharashtra
11. (a) Date of execution of contract : 29-11-2023  
(b) Age of Apprentice on the date of execution of contract : 21 years, 0 months and 29 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

Year of training	Total stipend amount (In Rs.)	Break up of total stipend amount (In Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	16167	16167	0
(b) During 2nd year of training	16168	16168	0
(c) During 3rd and 4th year of training	N/A	N/A	0

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

14. (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
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
 (b) Name of TPA (if applicable) : Quess Corp Limited

16. 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.
17. 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
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. 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).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

For QUESS Corp Limited.



Tej Hans Raj Singh  
Vice President-Operations | Staffing



Signature of Apprentice

P. Chauhan

Signature of Guardian

Signature of the  
Employer with seal



Bajaj Auto Limited,

Plot No. A-1, Village - Mahalunge,  
MIDC, Chakan, Pune 410 501

Tel. +91 2135 259301, 04-10  
Fax +91 2135 259302, 03  
www.bajajauto.com

THE WORLD'S  
FAVOURITE  
INDIAN

BAL/HRD -CKV125060  
07 October, 2023

ROHIT ANIL GHORPADE  
A/P SHIRDHONTAL-KOREGAON,  
DIST-SATARA, MAHARASHTRA  
PIN - 415501

Dear ROHIT,

This has reference to the interview you had with us. We are pleased to inform you that you are selected as a "Company Trainee" in Grade "CT" at our Chakan Works w. e. f. 07.October.2023 on the following terms & conditions.

1. You will be designated as **COMPANY TRAINEE** and will undergo training for a period of **One Year** from the date of your reporting for training.

Be it clearly understood and agreed that the facility of training being provided is on a fixed term basis for a period of **One Year** only. This facility will automatically come to an end on expiry of the one year period and neither any notice shall be given nor any compensation shall be payable to you by the Management.

2. This offer is subject to your medical fitness as per our norms.
3. During the period of training, you will be paid Stipend of Rs. 17504 /- per month.
4. In addition, you will also be eligible for Conveyance Allowance of Rs. 876/- per month.
5. Provident Fund and Family Pension Scheme shall be as the provisions of respective laws and rules made there under.
6. You will abide by Code of Conduct, Certified Standing Orders and other rules and regulations of the Company that may be in force from time to time.
7. You will be initially located at our Chakan Plant. However, you may be transferred to any division, department, section, location, branch, or plant of this Company or in any subsidiary of this Company or in any Company in which this Company has financial or other interest.
8. You will abide by the working hours, shifts and duty hours as applicable to you.
9. Without the Company' written permission you will not carry on any other employment, training, business or profession with or without remuneration.
10. You will devote your full time & energy for successful completion of training and make use of all the training facilities provided to you.
11. The company will provide the Canteen and Transport facility to you at subsidized cost and deduction for the same will be made from your stipend every month irrespective of attendance in the month as per the rules of the company applicable from time to time.
12. The Company will provide you two sets of uniform and safety shoes free of cost. You shall report for training in company uniform only.



Bajaj Auto Limited,

Plot No. A-1, Village - Mahalunge,  
MIDC, Chakan, Pune 410 501.

Tel. +91 2135 259301, 04-10

Fax +91 2135 259302, 03

www.bajajauto.com

**THE WORLD'S  
FAVOURITE  
INDIAN**

13. As part of your training with the Company, you may become aware of, or otherwise come in to the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the Company regards as secret and confidential ("Confidential Information").
  - 13.1. You shall not, during and after your training with the Company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.
  - 13.2. You will not use Confidential Information for the benefit of yourself or others outside the Company.
  - 13.3. If at any time your role with the Company is of a nature that requires you to get involved in technical or other developments, or you otherwise make technical or other developments based on Confidential Information, or you use the Company's resources or facilities to make technical or other developments, then any such developments made or discovered by you, individually or with others, will be the sole and exclusive property of the Company and you shall assign all rights and interests to such developments, technical or otherwise (including, but not limited to, any rights to seek patent protection, design registrations and copyright protection) to the Company and you shall sign all consents or other necessary documentation that may be required in that connection.
14. During the period of training, the Company may terminate your training without notice or without compensation without assigning any reason thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act, which is contrary to clause 6 above.
15. This offer of training is made based on the particulars of your qualification; age etc. furnished by you in your application and bio data. Should any of the particulars furnished by you are found to be incorrect; your training shall be liable for termination.
16. You will promptly give intimation of change of address, if any, to the Company.
17. On completion of your training, you will be relieved by the Company and there shall be no obligation whatsoever on the part of the Company to absorb you in employment.
18. Your date of joining will be 07.October.2023

Please confirm your acceptance of the terms and conditions by returning one copy of this letter signed by you.

Yours faithfully,  
For Bajaj Auto Limited,

**Sumnaunsh Gadade**  
**Manager (HR)**

I, \_\_\_\_\_, hereby accept the terms and conditions set out in this Letter of Appointment.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## Shree Balaji

Electricals & Developers

Govt. Electrical Licence No. : M.C. 26475 Add - At/Post-Kumthe, Tal-Koregaon, Dist.-Satara.

Office - Gala No. UG-12, Lucky Plaza, Near Zilla Parishad, Sadar Bazar, Satara. Mob. : 9923183583 / 9665838184

Ref No. - SB/JOL/283-2024

Date : 30/05/2024

To,

Mr. Rohit Ravindra Kadam.

Sub: Job Offer Letter.

Dear Rohit Kadam,

We are pleased to offer you the position of **supervisor** at **SHREE BALAJI ELECTRICAL AND DEVELOPERS**. We feel confident that you will contribute your skills and experience to the growth of our organization.

As per discussion, your starting date will be on 1 June 2024 Please confirm your acceptance of this offer by signing and returning a copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

Shree Balaji Electricals & Developers

CN022417030

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : ADIRAJ MANPOWER SERVICES PRIVATE LIMITED (E06202700284)  
with Telephone no. & E-mail address : AMBETHAN CHOWK , NEAR SHRI LAXMI STEEL , A/P  
: CHAKAN TAL KHED DIST PUNE 410501, CHAKANPune,  
Maharashtra  
: 02346-2211287  
: adirajmspl1@gmail.com
2. (a) Name of Apprentice (Block Letters) : VARSHA JOTIRAM KUMBHAR (A0124111565)  
(b) Father's/Mother's /Spouse's Name : Jotiram
3. Address of apprentice : null, null, mu post kiroli tal koregaon  
: ji satara, null, Maharashtra, Satara, 41  
: 5116, null,  
: Satara, Maharashtra
4. Gender : Female
5. Date of Birth : 06-10-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Science
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Machining Operator
9. Apprenticeship Training duration (Total) : 360 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 15-01-2024 to 08-01-2025
10. Apprenticeship Training Location : Stanley Black & Decker India Pvt Ltd.  
(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 : ADIRAJ MANPOWER SERVICES PRIVATE LIMITED  
Stanley Black & Decker India Pvt Ltd.  
Pune  
Maharashtra
11. (a) Date of execution of contract : 05-02-2024  
(b) Age of Apprentice on the date of execution of contract : 21 years, 3 months and 30 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	14330		
(b) During 2nd year of training	N/A	14330	0
(c) During 3rd and 4th year of training	N/A	N/A	0
		N/A	0

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

14. (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
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
 (b) Name of TPA (if applicable) : ADIRAJ MANPOWER SERVICES PVT. LTD

16. 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.
17. 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
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. 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).
20. 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. : CN022417030  
(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)





# SHRI SHIVAM GROUP

FACILITY MANGEMENT COMPANY



Stamp

Name: Saurabh S. Babbar

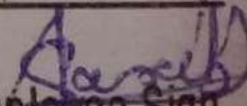
Add.: At. post kikal

Tel. wari, Dist - Satara

Mob.: 7498943375

DOB 01/12/2001 DOJ 16/11/2024

Issuing Authority Sign

Employee Sign 

# POWERTECH SYSTEMS



**Name :** Rohit Vishwas Kadam

**Designation :** Quality

**Blood Group :** A-ve

**Mobile No.:** 9657261430

---

Vishnumalati Ind. Estate, S. No.77,  
Building I-3, N.D.A. Road,  
Shivane, Pune : 411023.  
Phone No.: 020-25292080



## CUBIX AUTOMATION PVT. LTD.

PROJECT OFFICE : S. No. 26/6, Hingne Khurd, Near Mahesh Bank, Sinhagad Road, Pune 411 051, India. Tel. : 020-24358743 / 24353079 / 24355703 Fax : 020-24353471

SALES OFFICE : Office No. 103, Chintamani Pride, Near City Pride, Kothrud, Pune.

WORKS : S. No. 22/5A, Nanded Phata, Near Savli Dhaba, Pune - 411 041.  
Telefax : 020-24393125 Web. : www.cubixautomation.net

### APPOINTMENT LETTER

Aadarsh Rajendra Kumbhar

Date: 4 July 2024

At post Shirdhon, Tal. Koregaon

Dist. Satara 415501

Dear Aadarsh Kumbhar,

We are delighted to offer you the position of Trainee Engineer under the National Apprenticeship Training Scheme (NATS) at **Cubix Automation Pvt. Ltd.** . This program will provide you with valuable training and hands-on experience.

Key details:

- Date of Joining: 4 July 2024
- Position: **Trainee Engineer-Projects**
- Location: S.No.26/6, Hingne Khurd,  
Near Udyam Vikas Sahakari Bank, Sinhagad Road, Pune – 411051
- Stipend: 15K
- You are entitled to 24 days of annual leave per year, which shall be scheduled in advance with the approval of your supervisor.
- Probation Period: You will be on probation for a period of 1 year, commencing from your start date
- Code of Conduct: You are expected to adhere to the company's code of conduct, policies, and procedures throughout your employment.

We look forward to your joining our team and wish you success in this exciting opportunity.

Best regards,

Daulatkumar Pawar

Senior Human Resource Executive



Date :13/08/2024

To  
Abhishek Kanase  
(Code: CAN649878)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Resident Engineer**. Your services are being deputed to **Honeywell Automation India Ltd.** at **AHMEDNAGAR** based on the following terms and conditions:

- Your employment will be valid from **14/08/2024 To 13/08/2025**, unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 301,440.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: Aadhar Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.
- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfil our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Unnikrishnan PS**  
**Company Secretary and Head - ELM**

**Registered Office :**

Randstad India Private Ltd  
Randstad House,  
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
Nungambakkam, Chennai 600 006.  
P +91 (0) 44 66227000 F +91 (0) 44 66227474  
www.randstad.in

**Annexure I: Salary Breakup**

Component	Monthly	Yearly
Basic	16,000.00	192,000.00
House Rent Allowance	5,920.00	71,040.00
Statutory Bonus	3,200.00	38,400.00
<b>Gross Salary</b>	<b>25,120.00</b>	<b>301,440.00</b>
Employer's Contribution to EPF	1,920.00	23,040.00
Insurance	110.00	1,320.00
<b>CTC (Cost to the company)</b>	<b>27,150.00</b>	<b>325,800.00</b>
Employee's Contribution to EPF	1,920.00	23,040.00
Total Deduction	1,920.00	23,040.00
<b>Net-Take Home</b>	<b>23,200.00</b>	<b>278,400.00</b>

\* Income tax, Professional tax and LWF as applicable will be deducted.

\* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory

Ummakrishnan PS

Company Secretary and Head - ELM



# Perfect Electronics

**Office :**  
Behind S.T. Stand, Datta Nagar, Galli No. 4, Plot No. 77,  
Wai, Dist. Satara - 412 803, Maharashtra (INDIA)

**Factory :**  
Plot No. B-115, MIDC, Opp. Shah Cold Storage,  
Wai, Dist. Satara, Maharashtra (INDIA)

9822241255, 9549217808  
(02167) 299319  
perfectelectronics2019@gmail.com  
rdhekale2@gmail.com  
Perfect Electronics MIDC Wai  
www.perfectelectronics.net

Date - 19.12.2024

## Certificate

This is to certify that Ms. Malusare Ankita Jagannath has completed Internship in our company during 9<sup>th</sup> August 2023 to 31<sup>st</sup> March 2024 and she has joined as **Production Engineer** from 22<sup>nd</sup> June 2024 in our company.

CEO

Dr. R. V. Dhekale

Perfect Electronics  
Dattanagar, Galli No.4,  
Wai-412803 Dist.Satara,  
Maharashtra  
Mob.- 9822241255



[Gurukrupa industries]

[B-22,Old MIDC satara –

415001 (Near Jubilee Ind. .)]

Contact 8007606262/8788604729

Mail amitphadatare2602@gmail.com

GST NO : 27BJGPP6212B1Z1

25/12/2024

## **JOB LETTER**

### **TO WHOM IT MAY CONCERN**

This is to certify that, **Mr. Shirke Atharva Chandrakant** Passout from Arvind Gavali Collage of Engineering, Satara. He is currently working as a machine operator In our organization Gurukrupa Industries From last 6 monts and till date.

**Thank you.**

**For Gurukrupa Industries**

**Authorized Signatory**





Date: -04/11/2024

To,  
**Dhanashri Jadhav**  
40/B 1Machi Peth, Satara,  
Maharashtra- 415002.

Sub: "Appointment Letter"

Dear Dhanashri Jadhav,

Thank you for the keen interest shown in our organization. Consequent to your application and subsequent discussion had with us, we are pleased to appoint you as **GET – PPC- Production Planning Control** in our organization on the following terms & conditions. Please accept our heartiest congratulations and we welcome you to our Organization.

**Date of Joining:** Joining date consider as **04/11/2024**

**Compensation:** Your annual compensation will be as per already shared with you along with your offer letter (**Annexure I**). This package reflects to your total cost to the organization. inYantra considers all its employees as partners or associates in the constant endeavor to achieve and surpass our goals.

**Place/Transfer:** Your services are liable to be transferred from one place to and/or from one department to another and/ or one factory to another either existing or to be setup in the future purely at the discretion of the management on account of exigencies of work. You shall enjoy the same salary/benefits on such transfer/deputation as were being drawn by you before such transfer.

**Probation:** You will be on probation for a period of six months from the date of your joining of the company. Your appointment will be confirmed when you receive and accept the confirmation letter on completion of six month's probation period. This period will be extended if it is felt necessary to do so. During probation period, the company shall be at liberty to terminate your employment without assigning any reason, on giving 7 day's notice or without any notice on payment of 7 days salary in lieu of notice.

**Confirmation:** On successful completion of your probation period, you will be confirmed in the service subject to your satisfactory performance.

**Duties & Responsibilities:** Your Leader will define your work assignments from time to time. inYantra expects your work to be of an extremely high standard as defined by your Leader & the Management.

**Termination:** inYantra Management reserves the right of termination of your contract after giving one month notice to you, or your salary in lieu thereof. Similarly, you may resign from the company after giving one month notice period in probation. After confirmation written 3 months' notice subject to the Company's discretion; in the event of you having any incomplete assignment, the company will have the discretion to relieve you only at the end of month notice period in probation & **01** notice period after confirmation. However, your services can be terminated without any notice or salary in lieu of notice at the discretion of your leader and inYantra management.



In probation period or after confirmation period Employee has to complete notice period as per the notice period criteria (applicability as per the designation) there will be no option for a notice period buyback and a short notice period, during this notice period if employee avails leave except for approved sick leaves, your notice period will be extended accordingly.

If you have lost the confidence of the company's management, or have been found in violation of the laws in force. Besides the company also has the right to deduct any dues or incentives payable in case of your termination or resignation. The age of retirement is 58 years and as such you shall retire on completion of this age. For the purpose of calculation of gratuity, the effective date of joining shall be the date of joining of your services with inYantra Technologies Pvt. Ltd. "Salary" for the purpose of this clause will mean last drawn monthly Basic salary with inYantra Technologies Pvt. Ltd".

**Leave:** You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

**Employee Agreement:** You will be required to be association with the company as per duly signed service agreement with the organization. In the event of you having any incomplete assignment, the company will have the discretion as mentioned in **Annexure II** as per the employee agreement.

#### **Other Terms and Conditions:**

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, User name and related passwords, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical, non-technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, revealed or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to



Interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the management.

7. This appointment 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 appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

9. The remuneration and other payments will be subject to deduction under income tax and other laws in force from time to time.

10. The company reserves the right to modify the terms and conditions of service at any time. You would be informed accordingly.

11. Matters pertaining to your remuneration are strictly confidential between you and the Company and should be treated as such.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance. We welcome you to the Company Name family and look forward to a fruitful collaboration.

With best wishes,

**For, inYantra Technologies Pvt. Ltd.**

**Authorized Signature**



-----  
The terms and conditions are explained to me in English /Hindi/ Marathi and I fully understood. The same are accepted by me and will remain binding on me.

**Signature of Employee:**

**Name: Dhanashri Jadhav**

**Ref:** - VSET/24-25/184/Admin

**Date:** -18/05/2024

To,

Ms. Pournima Ankush Jadhav  
At Post Atake, Tal – Karad,  
Dist. Satara, Maharashtra

**OFFER LETTER**

Dear Ms. Pournima

With reference to your application and the subsequent discussions held, we are pleased to offer you the position of **Hardware Engineer**, subject to medically fit.

**Remuneration:**

You will be paid consolidated monthly salary of Rs. 15,000.00 (INR Fifteen thousand only).

**Date of Joining and General Terms:**

Your appointment shall commence on or before 01/06/2024.

You will be on probation period for 6 months.

The detailed appointment letter governing the terms and conditions of your employment will be issued to you on your joining the company.

We look forward to your joining us on or before June 1, 2024.

Thanking you,

Yours sincerely

For **VSOFT Technologies**



**Varsha Tiwatane**

**Authorized Signatory.**

12/26/24, 3:47 PM

Gmail - Fwd: Status of Candidates

• DOJ :- 25/09/2024

- 1) Pratiksha Umesh Babar
- 2) Tanavi Dhansing Chavan (Registration Number A022492586 )
- 3) Suraj Santosh Pol ( Registration Number A0924143880 )
- 4) Yash Hemant Bhosale (Registration Number A0924141723 )

Thanks & Regards

**Dipak Thorat**

Dy. Manager- HR & IR

Mob. +91 99227 36675



**Filtrum Autocomp Private Limited**

283/2, 284/1, Village - Maan, Tal. Mulshi, Dist. Pune - 411057  
Maharashtra, India .

**Regd. Office :** Aquila, 101, Office No. 401 & 402, 4th Floor, Anand park  
Aundh, Pune - 411007 Maharashtra, India.

Tel.: 1800 210 1710

marketing@filtrum.co.in | www.filtrum.co.in

लगाओ बेहतर चलाओ बेफिकर™

**From:** AGCE TPO <tpo@agce.edu.in>

**Sent:** 23 September 2024 10:20

**To:** Dipak Thorat <dipak.thorat@filtrum.co.in>

**Cc:** tpoagce@gmail.com; Jaydeep Bhagat <jaydeep.bhagat@filtrum.co.in>

**Subject:** Request for Selection Status Updates regarding Engagement of Graduate Engineer Trainee @ Filtrum

Dear Sir,

Recently we send some some students for Final Interview at Filtrum - Wai,

Request you to confirm the selection Status for the same. (Refer Attachment)

## Offer Letter

01/02/2024  
Uni Automation (I) Pvt. Ltd. Shirval,  
Gat No. 37, Shindewadi, Mahad-Bhor Road Taluka Khandala, Shindewadi, Shirval,  
Maharashtra, 412801  
<https://www.uniautomation.com/>

Dear Miss. PRERANA BALASAHEB NIKAM

Congratulations! We are pleased to confirm that you have been selected to work for Uni Automation (I) Pvt. Ltd Shirval. We are delighted to make you the following job offer.

The position we are offering you is that of R&D Enginner at a monthly salary of 23,000 with an annual cost to company 2.7L. This position reports to R&D HOD Mr. Amar Jagtap. Your working hours will be from 8AM to 5PM.

Benefits for the position include:

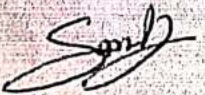
- Casual Leave of 13 days per annum
- Employer State Insurance Corporation ESIC Coverage

We would like you to start work on 01/02/2024 at 8.00AM. Please report to Mr. Amar Jagtap, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 5/02/2024 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Uni Automation (I) Pvt. Ltd. and look forward to working with you.

Sincerely,



Mr. Sandip Shende  
Human Resource  
Uni-Automation (I) Pvt.Ltd. Shirval



Forbes Marshall  
Krohne Marshall  
Forbes Vyncke  
Forbes Marshall Area  
Codel International  
Forbes Marshall Steam Systems

## Welcome aboard!

Dear *Sakshi Deshmukh*

Warm welcome to Forbes Marshall. We are an organization which focuses on Energising Business and Communities worldwide.

We are thrilled with your joining and look forward to your journey with us. Your contribution will be of great value mutually in our growth and success. We hope to achieve great things with your active participation.

The values of our organisation-Integrity, Family Spirit, Excellence and Good Citizenship can only be strengthened by our members and we are happy when you experience these, during your tenure with us.

Coming together is a beginning .....

Keeping together is progress.....

Working together is success....

Warm welcome to the wonderful Journey ahead !

**ELIZABETH FERNANDES**

**Manager - HR**

Forbes Marshall Private Limited  
Regd. Office: Opp. 106th Milestone, CTS No. 2220, Mumbai-Pune Road, Kasarwadi, Pune, 411034, Maharashtra, India.  
Tel: +91 20 68138555, Fax: +91 20 68138402  
Factory Address : B-85, Phase II, Chakan Industrial Area, Sawardari, Chakan, Tal. Khed, Dist. Pune, 410501, Maharashtra, India.  
Tel : +91 02135 393400  
CIN No. : U28990PN1985PTC037806  
Process and Energy Efficiency | Environment

[www.forbesmarshall.com](http://www.forbesmarshall.com)



AGCE TPO &lt;tpo@agce.edu.in&gt;

---

## Shortlisted Candidate Listed

---

**Dipak Thorat** <dipak.thorat@filtrum.co.in>

Fri, Sep 6, 2024 at 11:12 AM

To: "tpoagce@gmail.com" &lt;tpoagce@gmail.com&gt;, AGCE TPO &lt;tpo@agce.edu.in&gt;

Cc: Jaydeep Bhagat &lt;jaydeep.bhagat@filtrum.co.in&gt;, Sachin Patil &lt;sachin.patil@filtrum.co.in&gt;, Rohan Gulavani &lt;rohan.gulavani@filtrum.co.in&gt;

Dear Sir,

Please find below list of shortlisting on NAPS.

We have communicated them to join on 18<sup>th</sup> Sept.

- 1) **Shivani Kadam- Electronics Prod**
- 2) Sumit Desai- Fabrication Prod
- 3) Abhishek Salunkhe- Stamping Prod
- 4) Pratik Jagtap- Electrical Maint
- 5) Vikram Sapkal Electrical Maint
- 6) Yash Bhosale – Electronics
- 7) Suraj Pol - Electronics

**Kindly send more mechanical candidates.**

Thanks & Regards

**Dipak Thorat**

Dy. Manager- HR & IR

Mob. +91 99227 36675





**Filtrum Autocomp Private Limited**

283/2, 284/1, Village - Maan, Tal. Mulshi, Dist. Pune - 411057  
Maharashtra, India .

**Regd. Office :** Aquila, 101, Office No. 401 & 402, 4th Floor, Anand park  
Aundh, Pune - 411007 Maharashtra, India.  
Tel.: 1800 210 1710  
marketing@filtrum.co.in | www.filtrum.co.in

लगाओ बेहतर चलाओ बेफिकर™

[Quoted text hidden]



**List of Stuenta - FILTRUM Autocomp Pvt, Ltd. - Wai.xlsx**  
16K



AGCE TPO &lt;tpo@agce.edu.in&gt;

---

## Request for Selection Status : Avyanna tech Pvt, Ltd. - B. Tech (E & TC) Requirement

---

Anupama <gm@avyannatech.com>

Sat, Aug 17, 2024 at 4:17 PM

To: AGCE TPO <tpo@agce.edu.in>

Cc: Ajinkya Darekar <ajinkya.darekar@avyannatech.com>, "tpoagce@gmail.com" <tpoagce@gmail.com>, vilas.pharande@agce.edu.in

Dear Sir,

Greetings!!!

I hope this email finds you well.

We wanted to inform you that Ms.Sharwani Pawar has been selected for the current opening and has been offered a package of ₹2.64 LPA. The detailed salary structure and company details are been shared with her, and she has been asked to confirm her decision by Monday noon. Please proceed with the necessary formalities once her confirmation is received.

Additionally, Ms.Tanavi Chavan is currently on the waiting list, as we have only one opening at the moment. Should another opportunity arise, we can consider her for the position.

Please let me know if you need any further information or assistance.

Thanks and Regards,

Anupama Dixit

General. Manager

+91 84840 48963



[www.avyannatech.com](http://www.avyannatech.com)

(Formerly was known as Rubix Technologies)

[Quoted text hidden]

12/26/24, 3:47 PM

Gmail - Fwd: Status of Candidates

• DOJ :- 25/09/2024

- 1) Pratiksha Umesh Babar
- 2) Tanavi Dhansing Chavan (Registration Number A022492586 )
- 3) Suraj Santosh Pol ( Registration Number A0924143880 )
- 4) Yash Hemant Bhosale (Registration Number A0924141723 )

Thanks & Regards

**Dipak Thorat**

Dy. Manager- HR & IR

Mob. +91 99227 36675

**Filtrum™**

**Filtrum Autocomp Private Limited**

283/2, 284/1, Village - Maan, Tal. Mulshi, Dist. Pune - 411057  
Maharashtra, India .

Regd. Office : Aquila, 101, Office No. 401 & 402, 4th Floor, Anand park  
Aundh, Pune - 411007 Maharashtra, India.

Tel.: 1800 210 1710

marketing@filtrum.co.in | www.filtrum.co.in

लगाओ बेहतर चलाओ वेफिकर™

**From:** AGCE TPO <tpo@agce.edu.in>

**Sent:** 23 September 2024 10:20

**To:** Dipak Thorat <dipak.thorat@filtrum.co.in>

**Cc:** tpoagce@gmail.com; Jaydeep Bhagat <jaydeep.bhagat@filtrum.co.in>

**Subject:** Request for Selection Status Updates regarding Engagement of Graduate Engineer Trainee @ Filtrum

Dear Sir,

Recently we send some some students for Final Interview at Filtrum - Wai,

Request you to confirm the selection Status for the same. (Refer Attachment)

Ref. No. -

Date -

## Offer Letter

To,

Ms. Vaishnavi Babar

Dear Vaishnavi,

It gives me great pleasure to inform you that you have been selected by BSA Training Academy Pvt Ltd. - Pune as an Assembly line Operator to be located at Pune

You will be paid a stipend of **Rs. 10000/-** Per month **Ten Thousand.**

Our Sincerely,

Sign and seal



---

## BSA Corporation Limited

Corporate Off.: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018.

Tel. : +91-020-27474997, Telefax : +91-020-27474962 Email : [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website : [www.bsagroup.in](http://www.bsagroup.in)

**BSA Training Academy Pvt Ltd  
Identity Card - IITP**



Name : Vaishnavi Babbar

Department : SPLCA-2

Trainee ID No : IITP11

Date of Joining : 15-9-23

Training Site : TE Shirval.





# TE Connectivity India Pvt Limited.

Name :- **Vaishnavi Babar**  
 ID NO :- **IITP-11**  
 Role :- ~~BSA/EP/NARS~~ **IITP/JMJS/NATS**  
 Date of Joining :- **14/09/2023**  
 Dept.(VS) :- **SPLCA-02**  
 UNDER SUPERVISION :- Skill :-  
 Issue Date :- Due Date :-



Date of updation	Skill	Authorized Sign
<b>16/09/2023</b>	<b>9</b>	
<b>20/10/2023</b>	<b>03</b>	<b>KNS</b>

Significant Characteristics (SC) Critical Characteristic (CC) Symbols Representation  
 Different Probabilities of Symbol

TE Driven S/C	Customer Driven S/C	TE Driven C/C	Customer Driven C/C
TE Driven , Significant Characteristic			Customer Driven , Critical Characteristic
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			

- Daily Inspection & Record necessary as per PCP /QIP
- As per 1 Level Determination of machine capability as short-term study for PPAP/PPA.
- As per 1 & 2 Level (machine & preliminary process) capability for PPAP and long- term process capability for serial production (tolerance limits acc.to customer drawing)
- 100% Inspection characteristic Note: inspection by an automated inspection system

## SKILL CARD

Sr No	Role	Level	Required Min Level	Sr No	Role	Level	Required Min Level
1	EHS Awareness	✓	✓	18	Finish Good inspector		3
2	Cutting Crimping		3	19	Control Shipment Level (CSL)		3
3	Manual Crimping	◐	2	20	PDI / Dock.Auditors		3
4	Machine operating		3	21	Machine / Calibration		3
5	Semi Automatic Manual Machine operating		2	22	Terminal-Cross Section		3
6	Ultrasonic Welding		3	23	Manual Soldering		3
7	M/C Splice taping / Wire's Giver / Wire's Sequence		2	24	QA inspector/ Auditors . Incoming Quality Assurance		3
8	Pre Assbly (Bunching / Capping / VTB / HST Cut / Seal Insertion / HST Shrinking/ Manual Splice tap / Removing Aluminium Foil )		2	25	SC- Significant characteristic CC - Critical characteristic	✓	✓
				26	Facility /CKT Maintenance Machine /Applicator Maintenance		3
9	Sub - Assbly / Insertion / <del>Wiring</del> / Taping Assembly	◐	2	27	Board Room		2
10	Branching Taping		3	28	Material Handler / Packing		2
11	Body clip / Connector Locking		2	29	Stitching Bending		3
12	Visual Inspection		3	30	Q factor Magnetisation		3
13	Terminal Inspection / CCD		3	31	SAP Activities / Doc./Autocad Trainee		3
14	S F G / Manual IC Cutting / M/C Coiling		2	32	FG Stores		3
15	Potting / Auto Soldering		3	33	Raw Material Receipt / Issue		2
16	Rework		3	34	P.A. Lab / Polymer Testing & Dimension		3
17	CKT ( End-of-line )		2	35	Hot melting		3

**NEW OPERATOR UNDER TRAINING & CAN WORK UNDER SUPERVISION**

Level - 1

Level - 2

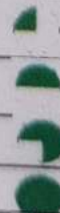
Level - 3

Level - 4

**CAN WORK INDEPENDENTLY**

**CAN ANALYAS SOLVE PROBLEM**

**CAN GUIDE AND TRAIN OTHERS**



# ADITYA CONTROL SYSTEMS

*make it simple*

INDUSTRIAL AUTOMATION AND CONTROL PANEL MFG.

Office Add:- 206,SECOND FLOOR,HEUU INDUSTRIAL SPACES,MIDC CHINCHWAD,PUNE -411 019.

Cell No.09325011699

Email ID :- sujit@adityacontrols.com

REF : ACS/LTR/11/24-25

DATE : 08.7.2024

Dear Vaishnavi,

With great pleasure, I would like to extend the following employment offer.

Position: Trainee Engineer

Start date: 10.7.2024

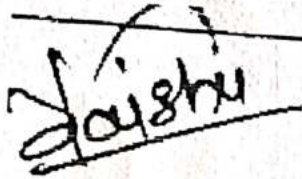
Salary: Rs.15000 / Month

This employment offer as a trainee engineer in industrial automation field. Probation period is of three months from the appointment date. All rights are reserved with Aditya Control Systems to continue service after completion of probation period.

This offer is not a contract of employment, and either party may terminate employment at any time, with or without cause. Please sign and submit the acceptance letter to proceed further procedures.

Sincerely,

Sujit Malli  
Proprietor



Signature: \_\_\_\_\_

MISS.VAISHNAVI RAJENDRA MAHANGADE

Date: 08.7.2024



# ADITYA CONTROL SYSTEMS

*make it simple*

INDUSTRIAL AUTOMATION AND CONTROL PANEL MFG.

Office Add:- 206,SECOND FLOOR,HEUU INDUSTRIAL SPACES,MIDC CHINCHWAD,PUNE -411 019.

Cell No.09325011699

Email ID :- sujlt@adityacontrols.com

REF : ACS/LTR/11/24-25

DATE : 08.7.2024

Dear Vaishnavi,

With great pleasure, I would like to extend the following employment offer.

Position: Trainee Engineer

Start date: 10.7.2024

Salary: Rs.15000 / Month

This employment offer as a trainee engineer in industrial automation field. Probation period is of three months from the appointment date.All rights are reserved with Aditya Control Systems to continue service after completion of probation period.

This offer is not a contract of employment, and either party may terminate employment at any time, with or without cause.Please sign and submit the acceptance letter to proceed further procedures.

Sincerely,

Sujit Malli  
Proprietor

Signature: \_\_\_\_\_

MISS.VAISHNAVI RAJENDRA MAHANGADE

Date: 08.7.2024



AGCE TPO &lt;tpo@agce.edu.in&gt;

---

## Request for Selection Status @ Arete Manufacturing Services Pvt Ltd

---

**Pune Jobs** <hr.punejobs111@gmail.com>  
To: AGCE TPO <tpo@agce.edu.in>

Tue, Aug 13, 2024 at 3:13 PM

Please check Selection Candidates List below

- 1) Deep Shirke Doj-20Aug
- 2) Suraj pol Doj-16Aug
- 3) Jeevan Bhosale - 16Aug
- 4) Deep shirke Doj-20Aug

On Mon, Aug 12, 2024 at 4:59 PM AGCE TPO <tpo@agce.edu.in> wrote:

Dear Sir,

Request you to confirm the name of candidates who got selected.

Regards,

Tushar Shende  
Training & Placement Officer  
Arvind Gavali College of Engineering, Satara

On Fri, Aug 9, 2024 at 4:57 PM AGCE TPO <tpo@agce.edu.in> wrote:

Dear Sir,

Refer attached list of candidates,

There are some female candidates also,

Kindly consider all students for a telephonic interview.

Regards,

Tushar Shende  
Training & Placement Officer  
Arvind Gavali College of Engineering, Satara

On Wed, Aug 7, 2024 at 6:56 PM Pune Jobs <hr.punejobs111@gmail.com> wrote:

we can go for 01st telephonic interview and final interview at your company.  
you can Share interested candidate List

On Wed, Aug 7, 2024 at 6:38 PM AGCE TPO <tpo@agce.edu.in> wrote:

Dear Sir,

Thanks for Email,

We will send you the list of Interested Students,

We would like to invite you to our college for campus drive on Saturday (10/08/2024) or else we can go for 01st telephonic interview and final interview at your company.

Confirm your feasibility.

Regards,

Tushar Shende

Training & Placement Officer  
Arvind Gavali College of Engineering, Satara

On Wed, Aug 7, 2024 at 11:19 AM Pune Jobs <[hr.punejobs111@gmail.com](mailto:hr.punejobs111@gmail.com)> wrote:

position - Production/Quality Engg  
location- Velu,Bhor,Pune  
CTC -15000 in Training Period After 6m 10-30%Hike As per Performance  
for Exp 20-30% hike  
Job Type- Onroll  
Industry Type -Electronic /Electrical Manufacturing Parts  
Wiring & Harness,PCB Assembly,Condenser  
Description of Duties and Tasks

Qualification: BE./Diploma Essential duties and responsibilities include the following. Other duties may be assigned.  
(Electronics/Electrical/Mechatronics)

Freshers

Male Only.  
Required

Performs services of access control, intrusion alarm, closed circuit television systems, and other various security related systems.  
Evaluates, diagnoses, troubleshoots systems and perform repairs as necessary.

3. Performs computer program entry as required/instructed by site in charge.
4. Generate system reports and share the same with site admins.
5. Maintain daily system wise checklist and share the same with site admins.

Coordinates with administration and other trades for the purpose of completing projects/work orders efficiently.  
Comply with health and safety regulations and see that all works at site are carried accordingly.  
Prepares documentation in a variety of written and electronic formats for the purpose of providing written support in compliance with regulations and/or conveying information.  
Maintain all service and maintenance reports and support in all site/system audits.  
Handle all day-to-day operations.

Coordinate with site engineers to maintain inventory and ensuring availability of all required spares.

Responds to emergency situations during or after hours for the purpose of resolving immediate safety/security concerns.  
Attends meetings, workshops, training, and seminars for the purpose of gathering information required to perform job functions.  
Take system backups and maintain all logs.

Terms & Conditions

Current JOB location - Velu,Bhor, pune.

interested & Immediate Joiners Male Candidates Can Apply Only.

Mention All the things Reply with your Updated CV

Shrikrishna Pohnerkar

HR Dept  
8605010945

# Filtrum Autocomp Private Limited



Corporate Identification No. U34300PN2009PTC134604

Regd. Office : Aquila, 101, 4th Floor, Office No. 401 & 402 Anand Park,  
Aundh, Pune - 411 007 Maharashtra, India

Toll Free : 1800 210 1710 | marketing@filtrum.co.in | www.filtrum.co.in

October 30, 2024

## OFFER OF EMPLOYMENT

**Ms. Shweta Gurav,**  
Ratnaprabha Residency – G1,  
Sambhajinagar, New MIDC – Satara.

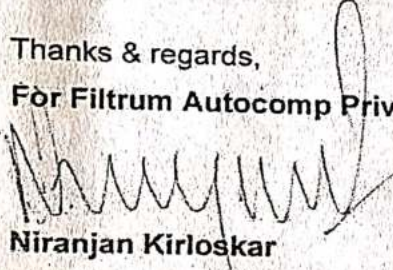
Dear Ms. Shweta,

We refer to your application and subsequent interview / s you had with us and are pleased to offer you employment in our organisation as **"Graduate Engineer Trainee – NPD & Tech. Marketing."** Your base location will be Aundh.

Your gross per annum (inclusive of PF, Bonus/Ex-gratia, Gratuity, Insurance etc.) will be Rs. 2,78,640/- (Two Lakh Seventy-Eight Thousand Six Hundred Forty Only), the detailed break-up of the same is attached herewith.

You will receive appointment letter on the day of joining. You can join us as early as possible. Please confirm to us your acceptance of this letter.

Thanks & regards,  
For Filtrum Autocomp Private Limited.

  
**Niranjjan Kirloskar**  
Chairman

# Filtrum Autocomp Private Limited



Corporate Identification No. U34300PN2009PTC134604

Regd. Office : Aquila, 101, 4th Floor, Office No. 401 & 402 Anand Park,  
Aundh, Pune - 411 007 Maharashtra, India.

Toll Free : 1800 210 1710 | marketing@filtrum.co.in | www.filtrum.co.in

NAME :	SHWETA GURAV	
DEPARTMENT	NPD & TECH. MARKETING	
DESIGNATION :	GET	
GRADE	TRAINEE	
LOCATION :	FAPL - AUNDH	
<b>A</b>	<b>SALARY COMPONENTS</b>	
<b>SR. NO</b>	<b>SALARY DETAILS</b>	<b>OFFER</b>
1	BASIC	14,500
2	DA	0.00
3	HRA 10% OF BASIC + DA	1,450
4	CHILD EDUCATION ALLOWANCE	200
5	CONVEYANCE ALLOWANCE	800
6	MEDICAL REIMBURSEMENT @	0.00
7	LTA @	500
8	OTHER ALLOWANCE	0.00
	<b>TOTAL GROSS PER MONTH</b>	<b>17,450</b>
<b>B</b>	<b>ANNUAL DIRECT BENEFITS</b>	
1	PF EMPLOYER CONTRIBUTION	20,880
2	GRATUITY	8,365
3	BONUS / EX GRATIA	14,494
4	MEDICAL INSURANCE	25,000
5	GPAP INSURANCE	500
	<b>TOTAL ANNUAL</b>	<b>69,240</b>
	<b>TOTAL CTC A+B</b>	<b>2,78,640</b>
<b>SPECIAL NOTES</b>		
(*) VARIABLE PAY IS LINKED WITH PERFORMANCE OF THE ORGANIZATION		
(\$) BONUS WILL BE PAID AS PER THE BONUS ACT		
(**) HOSPITALIZATION BENEFIT = GPAP BENEFIT FOR EMPLOYEE SELF AND MEDICLAIM COVERAGE PROVIDED FOR SELF & FAMILY INCLUDED IN CTC ABOVE.		
(***) ABOVE COMPENSATION FIGURES ARE STRICTLY CONFIDENTIAL AND SHOULD NOT BE DISCLOSED TO ANYONE IN THE ORGANISATION.		

Ref. No. -

Date -

## Offer Letter

To,

Ms. Viraj Chavan,

Dear Viraj,

It gives me great pleasure to inform you that you have been selected by BSA Training Ltd. - Pune as an Assembly line Operator to be located at Pune

You will be paid a stipend of **Rs. 10000/-** Per month **Ten Thousand.**

Our Sincerely,

Sign and seal



---

## BSA Corporation Limited

Corporate Off.: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018.

Tel. : +91-020-27474997, Telefax : +91-020-27474962 Email : [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website : [www.bsagroup.in](http://www.bsagroup.in)

DOC NO./IEPL/HR/PA/F04  
Sub: Offer Letter

Date : 21-May-2024

To,

Ms. Aarati Nikam,

With reference to your application and subsequent interview, we are pleased to offer you the job for the post of "Trainee Engineer" in our company. You will be based at our "Dhayari" office.

The detailed appointment letter will be given to you at the time of joining. **You have to join on or before "03-June-2024"**. Offer stands cancelled in case of any deviations in information or if you fail to report on DOJ. I will have to assume that you have not accepted this job offer if I do not hear from you before "23-May-2024".

You will be receiving monthly Gross Salary / Annual CTC as discussed.

You are requested to bring attested copies of the following along with the original certificates/ testimonials, at the time of joining.

- All Educational Certificates.
- All Experience Certificates from previous employers.
- Resignation acceptance letter and Relieving letter (Current Employment).
- Six Passport size photographs.
- Address Proof (Ration Card / Aadhar card) and Identity Proof (PAN card / License / Voter ID).
- Medical Fitness Certificate from any authorized MBBS Doctor.

You have to sign Indemnity Bond for 2 years with Intelux after joining

You have to attend the Basic Course from Art Of Living before/ After joining.

You will be eligible for leaves and holidays as per the company policy. No leaves are permissible during the probation period. If any leaves taken during this period will be considered as Loss Of Pay otherwise as decided by the management.

Since the company is growing and has to streamline its operations, You may be expected to work for extended hours/ days as per the requirement of the situation and the management.

Please confirm the receipt of this offer letter by signing the duplicate hereof.

Thanking You,  
Yours faithfully,

For Intelux Electronics Pvt Ltd.



Archana Firke  
Sr. Executive - Human Resources.





**Subject :- Appointment Letter**  
**To, Kshitija Hable (Employee Code -6697)**

**Date:- 22-Jun-2024**

**A/P Satara**  
**Gavat**  
**Satara**

This has reference to your application for employment and subsequent interviews.  
We are pleased to offer you as Trainee in our company on the following terms.

**Effective Date : 10-Jun-2024**

**Designation : Trainee**

**Department : QA**

Your services will take on company payroll after completion of 6 months on contract bases. Further probation period 6 months. During this period either party can terminate this contract by giving the other party 30 days notice in writing or at the discretion of management.

1. No leaves are permissible during the probation period. Any leaves taken during this period will be considered as loss of pay otherwise as decided by the management.
2. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.
3. **Confirmation :** You shall be confirmed in the services of the company subject to satisfactory performance of your duties. A written confirmation letter will be issued to you. After confirmation of one year in service, either party can terminate this contract by giving one months notice in writing.
4. **Compensation and Benefits: -**
5. Towards the services rendered by you pursuant to this letter the company shall pay you the Cost to the Company computed on a monthly basis is of Rs. 15000/- in hand. After completion of 6 months you will be applicable for statutory requirements such as PF, ESIC & Gratuity Provident fund will be applicable in accordance with the prevail laws and as per the company policy.
6. **Leave Entitlement:** After completion of one-year service you shall be entitled to earned leave as per rules.
7. **Transfer:** The Company may transfer you outside Pune if the business conditions require such a transfer to other cities in India and such terms & condition as may be decided by the company.

Please sign and return the duplicate copy of this Appointment Letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

**For Intelux Electronics Pvt. Ltd.**

**K. Sunitha**

**General Manager- HR**

Date: 20.12.2024



**M-TECH**  
INNOVATIONS LTD

To,

**Mr. Ruman Kasam Nalband**  
At-Bhekwali wadi, Mahabaleshwar  
Satara.

**Subject: Offer Letter**

**Dear Ruman**

M-Tech Innovations Ltd. is pleased to offer you the full-time position of "Trainee Engineer".

Other terms and conditions of your employment will be given at the time of joining.

The starting salary for this position is **Rs.20000/-Gross** payable monthly in accordance with M-Tech Innovations Ltd. standard payroll practices for salaried employees, details of breakup enclosed.

On your first day of employment, you will be given additional information about M-Tech Innovations Ltd. procedures, policies, benefit programs and more.

Please note that your employment with M-Tech Innovations Ltd. constitutes "at will" employment and is not for a specified period.

If you accept this job offer, you will be working in **Kelawade** (Unit I), Pune location.

Kindly submit all relevant documents (as mentioned below) for processing your application for appointment purpose, at the earliest. The appointment letter will be issued to you after completion of the joining formalities.

**For M-TECH INNOVATIONS LTD**

**SUDHIR PAWAR**  
**SR.HR EXECUTIVE**

**Office :**

Plot No. P-1/2, Rajiv Gandhi Infotech Park, Phase - I,  
Hinjawadi, Pune - 411057. INDIA.

Phone : +91-20-22934880, 9922968830

Fax : +91-20-22933139

Member

SHEET A

Name : Ruman Kasam Nalband  
Designation : Trainee Engineer

Salary Structure

PARTICULARS	Salary Structure
BASIC	8865
HRA	3940
CONVEYANCE ALLOWANCE	3940
EDUCATIONAL ALLOWANCE	1970
MEDICAL ALLOWANCE	985
ATTENDANCE BONUS	300
TOTAL (A)	20000
OTHER BENEFITS:	
ESIC	
PROVIDENT FUND	650
GRATUITY ***	1064
BONUS	426
RETENSION BONUS	738
TOTAL (B)	1000
COST TO COMPANY (A + B) = (C)	3879
	23879
DEDUCTIONS -	
ESIC	
PROVIDENT FUND	150
PROFESSIONAL TAX	1064
TOTAL (D)	200
NET SALARY (A-D)	1414
	18586

\*\*\* Subject to eligibility under Gratuity Act

\*\*\*If Use Bus Transportation then charges will be as per route Extra

\*\*\*Retension bonus will be given on completion of 24 month (Rs. 24000) .Proportinate to no of days paid

PREPARED BY J. HR

CHECKED BY

APPROVED BY



Deepali Shinde <dskshipra@gmail.com>

---

**Fwd: FW: Offer for Employment with Wipro PARI Robotics !!!**

---

**Ganesh Shelar** <ganeshshelar798@gmail.com>  
To: Deepali Shinde <dskshipra@gmail.com>

Sun, Dec 29, 2024 at 1:50 PM

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

From: **Rajesh M. Badekar** <rajesh.b@wipropari.com>  
Date: Sat, Feb 17, 2024, 7:12 PM  
Subject: FW: Offer for Employment with Wipro PARI Robotics !!!  
To: Aishwarya A. Purandare <aishwarya.p@wipropari.com>  
Cc: Kiran B. Yadav <kiranby1@wipropari.com>

Dear Candidate,

**Congratulations !!!!**

Your Joining date is **19th February 2024 (Monday) @ Chennai (Please refer Below Venue details)**

**( IMP Note - Will handover Offer letter in person on the date of your actual joining. )**

Please find below salary details.



\*\*\*\*\*

**Venue Details -**

**Urban Stay Service Apartments, proprietary concern,  
No 304, Belvoir building, Hiranandani Park, Vadakkupattu (V),  
Thriveni Nagar, Oragadam, Kanchipuram (D),  
Chennai. 603204**

**Also please carry below mentioned all documents along with photocopies :**

attached is the letter for pre-employment medical examination that needs to be undertaken by you at any authorized medical centers/Hospital. This form needs to be signed and stamped by registered (MBBS/MD) Medical Officer within weeks' time from the date of this offer.

At the day of Joining, you need to carry your Both Dose Certificate with below documents:

**\*\*Below documents list is mandatory:**

<b>Personal Documents</b>	
<b>Mandatory Documents</b>	<b>No. of Copies Required</b>
Photographs	7 Passport size
PAN Card, Aadhar Card	Original + 2 Photocopies
Address Proof(Permanent + Present) - Electricity Bill/ Rent Agreement/ Passport/ Ration Card	Original + 1 Photocopy
Domicile Proof (School Leaving Cert./Transfer Cert./Birth Cert./Domicile Cert.)	Original + 1 Photocopy
<b>Educational Documents</b>	
10th Mark sheet (NA for Leader Designate & Above)	Original + 1 Photocopy
12th/Diploma Marks Sheet (NA for Leader Designate & Above)	Original + 1 Photocopy
Degree Marks Sheet	Original + 1 Photocopy
University Certificate	Original + 1 Photocopy
Provisional degree certificate (If University Cert. not available )	Original + 1 Photocopy
PG Marks Sheet (All Semesters)	Original + 1 Photocopy
Post-Graduation Certificate	Original + 1 Photocopy
<b>Previous Employment Documents</b>	
Appointment/Offer/Last Salary Revision Letter of previous two employers	Original + 1 Photocopy
Last 3 Months Salary slip	Original + 1 Photocopy
Relieving letter(Immediate Previous Organization)	Original + 1 Photocopy
Experience Letter of all previous employers(Last 2 employers mandatory)	Original + 1 Photocopy

**Please reach Accommodation location on time**

Thanks & Regards,



Description:  
665448C5

**Aishwarya Purandare**

**Human Resource**

Email: [aishwarya.p@wipropari.com](mailto:aishwarya.p@wipropari.com)



Description:  
75FC3C1B

Contact: 8007019790



Description:  
1C1EC7E1

**PRECISION AUTOMATION AND ROBOTICS INDIA LIMITED**



Description:  
90783597

Gat No. 463A, 463B, 464, Village Dhangarwadi,  
Tal. Khandala, Dist. Satara - 412 801.



Description:  
DCBF0ABD

Maharashtra, India.

8 attachments

Wipro PARI Robotics Training Details			
Sl. No.	Particulars	Amount (INR)	Remarks
1	Training Fee	1,00,000	
2	Travel Allowance	10,000	
3	Food Allowance	10,000	
4	Medical Allowance	10,000	
5	Conveyance Allowance	10,000	
6	Telephone Allowance	10,000	
7	House Rent Allowance	10,000	
8	Dearness Allowance	10,000	
9	Gratuity	10,000	
10	Provident Fund	10,000	
11	Professional Tax	10,000	
12	Income Tax	10,000	
13	Other Allowances	10,000	
14	Total	1,80,000	

image001.png  
99K



image002.png  
7K



image003.png  
2K



image004.png  
1K



image005.png  
1K



image006.png  
1K



image002.png  
7K



Updated Pre-employment Medical Checkup Form.pdf  
303K

DOC NO./IEPL/HR/PA/F04  
Sub: Offer Letter

Date : 21-May-2024

To,

Mr. Nikhil Karpe,

With reference to your application and subsequent interview, we are pleased to offer you the job for the post of "Trainee Engineer" in our company. You will be based at our "Dhayari" office.

The detailed appointment letter will be given to you at the time of joining. **You have to join on or before "03-June-2024"**. Offer stands cancelled in case of any deviations in information or if you fail to report on DOJ. I will have to assume that you have not accepted this job offer if I do not hear from you before "23-May-2024".

You will be receiving monthly Gross Salary / Annual CTC as discussed.

You are requested to bring attested copies of the following along with the original certificates/ testimonials, at the time of joining.

- All Educational Certificates.
- All Experience Certificates from previous employers.
- Resignation acceptance letter and Relieving letter (Current Employment).
- Six Passport size photographs.
- Address Proof (Ration Card / Aadhar card) and Identity Proof (PAN card / License / Voter ID).
- Medical Fitness Certificate from any authorized MBBS Doctor.

You have to sign Indemnity Bond for 2 years with Intelux after joining

You have to attend the Basic Course from Art Of Living before/ After joining.

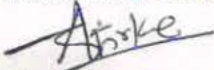
You will be eligible for leaves and holidays as per the company policy. No leaves are permissible during the probation period. If any leaves taken during this period will be considered as Loss Of Pay otherwise as decided by the management.

Since the company is growing and has to streamline its's operations, You may be expected to work for extended hours/ days as per the requirement of the situation and the management.

Please confirm the receipt of this offer letter by signing the duplicate hereof.

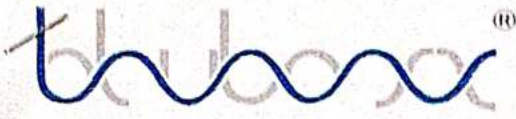
Thanking You,  
Yours faithfully,

For Intelux Electronics Pvt Ltd.



Archana Firke  
Sr. Executive - Human Resources.





Date:10<sup>th</sup> Dec 2024

To,

Mrs.-Pooja Yadav  
Dist-Pune

Dear Pooja Yadav,

We are delighted to extend to you an offer of employment to join **BluBoxx Communication Pvt. Ltd.** in the capacity of **Purchase Co-ordinator** effective **10<sup>th</sup> Nov 2024** on the following terms and conditions.

- 1) Your compensation package will be as detailed in the Annexure I.
- 2) This appointment offer is made for work at **Pune** at any of our existing units or at Company's subsidiaries' locations, or at client's location or at partners' location anywhere in the world as determined in consultation with the appointee from time to time.
- 3) Your joining date should be no later than 10<sup>th</sup> Nov 2024. This offer is valid only for 3 days from the date of offer mentioned herein. If for whatever reason, you cannot meet this date, please contact the undersigned immediately.
- 4) You shall be on probation period of **Three (3) months** from the date of your joining.
- 5) You are required to sign the Employment Agreement and other such incidental documents / agreements in pursuance of your employment on the date of joining.
- 6) Your normal work hours will be 10:00am to 6:00pm Monday to Saturday.
- 7) In case you are employed, you are expected to join Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable to any consequences arising out of your previous employment.
- 8) After regular appointment, a notice of **2 (Two) months** in writing will be required to be given, by either party, before the employment can be terminated.
- 9) You shall be entitled to 18 Paid leaves on pro-rata basis as per your date of joining. Additional Holidays are applicable as per company policies.

**BluBoxx Communication Pvt. Ltd.**

An ISO 9001 :2015 Certified Company

102/B, Surekha Apartment, Pune Satara Road,Pune 411037. Maharashtra, India.

Website : [www.bbcp.in](http://www.bbcp.in) CIN : U32909PN2016PTC164320

Mail : [sales@bbcp.in](mailto:sales@bbcp.in) Contact No : +91 7875218686



- 10) If you remain absent or overstay your sanctioned leave for a period exceeding 7 consecutive days without notice, you shall be deemed to have left our employment and your services shall stand automatically terminated without notice / salary in lieu of notice.
- 11) Company may from time to time, deduct any statutory deduction / withholding tax as may be required by applicable law.
- 12) You shall perform and discharge all duties and functions assigned to you in a faithful, competent and professional manner. You shall devote your full time and skill in discharging your duties as the employee of the Company. You shall attend your duties regularly and punctually.
- 13) You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority.
- 14) Annual increment will be granted depending on your performance in work in terms of various factors including, but not limited to, competence, efficiency, regularity, punctuality and conduct during the past year. Annual increment is not a matter of right but is at the discretion of the Management, and the same may be withheld if the performance is not found satisfactory.
- 15) During the period of your employment, if your work is not found satisfactory or your attendance is not regular, or you have caused breach of confidentiality or violation of law or material breach of Company's policy the Company or its Management reserves the right to terminate your services without assigning any reasons, and without any notice or notice period. In such events the Company shall not be liable to make payment or salary in lieu of the notice period. The Management reserves the right to conduct employee background check verification at any time through third party background check agency or a vendor. You hereby agree to furnish all necessary documents/information for such employee background check verification. This offer is given subject to satisfactory Background Check Verification Report. The Company reserves the right to immediately withdraw this offer if the Background Check Verification Report is not satisfactory, even after your joining the Company.
- 16) You shall intimate to the Company any change in your residential address. Any communication made to you at your last known residential address shall be binding upon you.
- 17) You will retire on the day of completion of sixty years of age. The date of birth submitted by you in the application shall be deemed as correct. The Management in the event of having any doubt, reserves its right to ascertain your age from any Registered Medical Practitioner of its choice. If during the period of your employment you are found to be suffering from any contagious or any incurable disease or suffering lunatic, or if the Medical Practitioner certifies that you are not fit to

## **BluBoxx Communication Pvt. Ltd.**

An ISO 9001 :2015 Certified Company

102/B, Surekha Apartment, Pune Satara Road, Pune 411037, Maharashtra, India.

Website : [www.bbcpl.in](http://www.bbcpl.in) CIN : U32909PN2016PTC164320

Mail : [sales@bbcpl.in](mailto:sales@bbcpl.in) Contact No : +91 7875218686



serve in the Company or perform the duties assigned to you efficiently, your services shall be terminated with immediate effect without notice / salary in lieu of notice.

18) In case the last day of your employment falls on a non-working day, your last day of employment will be the immediately preceding working day.

19) You have been engaged on the presumption that the particulars furnished by you in your application are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some relevant facts, the Management may terminate your services without giving any notice / salary in lieu of notice.

20) Your place of posting will be Pune, but your services are liable to be transferred to any other section, department, post or place in India or to any associate concern either in existence or which comes into existence hereafter. Upon such transfer, the rules and regulations of service applicable to such establishment will become applicable to you.

21) You may be required to undertake travel for the Company's work, when necessary.

22) Should the need arise; the Company shall be entitled to ask you to undertake special training in the normal course of employment.

23) The Company shall be entitled to all the benefits and profits arising from your work in the course of employment.

24) Non-infringement of patents, copyrights, trademarks, trade names, logo, designs etc. (Intellectual Property Rights) during the course of work:

a. The Company is very particular about not infringing the Intellectual Property Rights of another person or entity in the process of work carried out by any Employee.

b. The work being rendered by you for the Company may include activities relating to product

software, Legal and Confidential Documents and other fields and areas of information as may be required from time to time, and that the Company may use such work as it may deem fit, including but not limited to, use, reuse either commercially or otherwise as a whole or any part thereof in any form and or manner for the sale or commercialization of the same in electronic, print or any other media.

c. You agree and undertake that whilst doing your work, you will take all the necessary

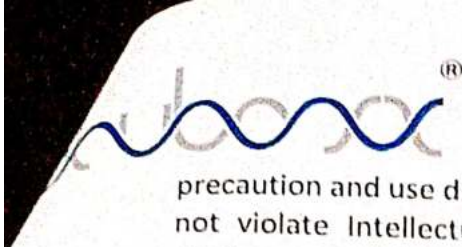
### **BluBoxx Communication Pvt. Ltd.**

An ISO 9001 :2015 Certified Company

102/B, Surekha Apartment, Pune Satara Road, Pune 411037. Maharashtra, India.

Website : [www.bbcpl.in](http://www.bbcpl.in) CIN : U32909PN2016PTC164320

Mail : [sales@bbcpl.in](mailto:sales@bbcpl.in) Contact No : +91 7875218686



precaution and use due diligence and professional care to ascertain and confirm that you do not violate Intellectual Property Rights of any third party or entity, in the course of employment with the Company.

d. Though it is your primary responsibility to be aware of copyright matters concerning the work that is carried out by you, the Company may brief you about copyright laws in general

and is willing to provide any information relating thereto as may be sought by you.

e. You expressly agree not to hold the Company responsible in the case of any infringement of copyright laws, and that you take full responsibility for the same and agree to indemnify and keep indemnified the Company, its Directors and officers, at all times, against all claims, demands, rights, actions, proceedings of whatsoever kind or nature, made, taken or filed by any person for loss, damage, costs, charges, expenses and liabilities of any kind or nature whatsoever which may be suffered or sustained or incurred in respect of or in relation to the infringement in copyrights in the course of the employment.

25) All information related to your compensation at Company is considered strictly confidential. You are expected to guard your own privacy and not discuss your compensation details with any colleague. All compensation-related discussions at Company are expected to happen directly and only with HR Department only. You are also expected to not discuss other colleagues' compensation with anyone. It is considered a gross violation of this code to refer to other colleagues' compensation while discussing your compensation with Company Executives. You are also expected to share your compensation information only with those individuals outside the Company whom you hold in strictest confidence and ask them to protect the information.

26) Upon termination of your employment with the Company for any reason, you will immediately:

a. hand over charge to such person or persons as informed to you and

b. surrender to Human Resource (HR) representative or such specified person all original or copies thereof of all works, programs papers, records, data, e-mail address book including contact details, notes, drawings, files, documents, samples, devices, products, equipment and other material in whatever and translations into any other language and intellectual property belonging to the Company as may be in your possession or custody pertaining to or connected with the business of the Company or any subsidiary, associate or affiliate of the Company.

Without prejudice to Company's other rights and remedies, the Company will be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.

c. In the event of the termination of the employment, the Employee will promptly sign and deliver to the

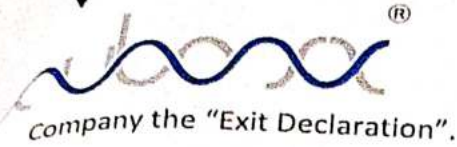
**BluBoxx Communication Pvt. Ltd.**

An ISO 9001 :2015 Certified Company

102/B, Surekha Apartment, Pune Satara Road, Pune 411037, Maharashtra, India.

Website : [www.bbcpl.in](http://www.bbcpl.in) CIN : U32909PN2016PTC164320

Mail : [sales@bbcpl.in](mailto:sales@bbcpl.in) Contact No : +91 7875218686



d. If any letter of authority or Power of Attorney is given to you, you shall return the same to the Management, on termination of service.

27) In case of any dispute or disagreement in relation to the terms of this offer for employment or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or

disagreement. The Employee further agrees that the Company, at its option, may elect to submit any dispute or controversy arising out of or related to this offer for employment for final settlement by Arbitration conducted in Pune in accordance with the Arbitration and Conciliation Act, 1996 and judgment upon the award rendered by the arbitrators shall be specifically enforceable and may be enforced in any court having jurisdiction thereof.

28) You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.

Please keep the Company posted of changes in your personal particulars like change of address, progress in educational achievements, etc.

Your acceptance indicates that you have read, fully understood and have consented to the terms and conditions of employment set herein. We wish you all the best and will strive to provide you with a bright and prosperous career at the Company.

Yours faithfully,

For BluBoxx Communication Pvt. Ltd.

**Agreed and Accepted By:**

Pooja Yadav

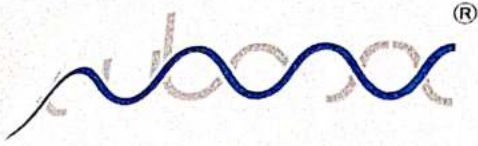
**BluBoxx Communication Pvt. Ltd.**

An ISO 9001 :2015 Certified Company

102/B, Surekha Apartment, Pune Satara Road, Pune 411037. Maharashtra, India.

Website : [www.bbcpl.in](http://www.bbcpl.in) CIN : U32909PN2016PTC164320

Mail : [sales@bbcpl.in](mailto:sales@bbcpl.in) Contact No : +91 7875218686



### Annexure I

<b>SALARY ANNEXURE</b>		
<b>Employee Name</b>	<b>Pooja Yadav</b>	
<b>Gross salary per month</b>	<b>12200</b>	
<b>Components In salary</b>	<b>Per month</b>	<b>Per annum</b>
Basic Salary	4,880	58,560
HRA (calculated on basic wage)	1,952	23,424
Conveyance allowances (Fixed)	1,600	19,200
Medical allowances (Fixed)	1,250	15,000
Special allowances (Balance amount)	2,518	30,216
<b>Total Gross Salary</b>	<b>12,200</b>	<b>1,46,400</b>
PF contribution by employee (on basic)		-
ESI contribution by employee (on gross)		-
Professional Tax (PT)	200	2,400
<b>Total deductions (PF+ESI+PT)</b>	<b>200</b>	<b>2,400</b>
<b>Net Salary (Gross-Total deductions)</b>	<b>12,000</b>	<b>1,44,000</b>
<b>CTC Calculation</b>		
Employer PF contribution (with admin charges)		-
Employer ESI contribution		-
<b>CTC</b>	<b>12,200</b>	<b>1,46,400</b>
<b>Performance Bonus*</b>		-
<b>TOTAL CTC</b>		<b>1,46,400</b>

1. Professional Tax deducted in the month of February is Rs.300.
2. PF and ESIC currently not applicable.

Name: Akshada Pawar,

1st May 2024

Dear Ms. Akshada Pawar,

Congratulations on your placement as Trainee at Milwaukee Electronics India Pvt. Ltd. Your salary will be Rs.11,000 per month. Your first day of work will start from 3rd May 2024. Your working hours will be from 9 am to 5:30pm with weekly off on Mondays. Please note that your salary is confidential and should not be disclosed to your coworkers. Your training period will end when you are able to following tasks without anyone's assistance.

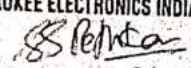
1. BOM Import
2. SC Quote completion
3. Adding BIN files

During this training period you are not eligible for any bonuses or PTOs. (Paid time offs) Professional tax is deducted from your salary. After completion of training you will have to work 1 week in night shift/month from home. If needed a laptop will be provided to you. After completion of training your salary will be Rs. 14,000 per month. We are pleased that you are a part of Milwaukee Electronics. The company has rights to relieve you any time during this probationary period if your performance is unsatisfactory.

We are confident that you will be able to make a significant contribution to the success of Milwaukee Electronics India Pvt. Ltd, and we look forward to continue working with you.

Sincerely,

FOR MILWAUKEE ELECTRONICS INDIA PVT. LTD.

  
DIRECTOR  
CIN No.:U74999MH2012PTC230569

Mrs. Seemantini Pethkar,  
Managing Director  
Milwaukee Electronics India Pvt. Ltd

I accept the offer as outlined above

Akshada Pawar

Sign:

Date:

Regd. Office: 406, Cairo Building Skyline Oasis, near Vidyavihar, Ghatkopar(W), Mumbai-400086 Maharashtra, INDIA

Satara Office: M21, Addl. MIDC, Satara-415002 Maharashtra, INDIA

CIN no.: U74999MH2012PTC230569

What you want. When you want it. A Perfect Product.



# BVG INDIA LTD

A BHARAT VIKAS GROUP

REGISTRY OFFICE:  
Unit No. 303, 3rd Floor, Market Arena, 5th  
Cross, Chembur, Mumbai, Maharashtra 400071  
Email: [bvg\\_mumbai@rediffmail.com](mailto:bvg_mumbai@rediffmail.com)  
Website: [www.bvgindia.com](http://www.bvgindia.com)

Date: 22/07/2024

To:

MAYUR NITIN KESKAR,

Rackbay Depot

Subject: Confirmation Letter.

Dear Mr. /Mrs. MAYUR NITIN KESKAR,

We are writing this letter with a great pleasure to inform you that you are hired as SUPERVISOR, in the BVG INDIA LTD.

This Letter is to official confirmation of your employment and we officially welcome you to our Team. The detailed offer/ appointment letter will be shared to you.

Looking forward to working with you.

Thanks & Regards,

For: BVG INDIA LTD,

Authorized Signatory

REGISTERED OFFICE:  
BVG HOUSE, PREMIER PLAZA, PUNE-MUMBAI ROAD, CHRNCHWAD, PUNE 411019 INDIA  
Tel: +91-20-27464220/21/26 Fax: +91-20-27462273



# HANSA CITY BUS SERVICES PVT LTD

Address : BEST Undertaking, Backbay Bus Depot, Captain Prakash Pethe Marg,

Cuffe Parade, Mumbai:-400 005.

Email : [hansaadm.ev@gmail.com](mailto:hansaadm.ev@gmail.com) / [hansaope.ev@gmail.com](mailto:hansaope.ev@gmail.com)

संदर्भ क्रमांक हं. सि. ब. स. / प्रशा / ३९१/२०२४

दिनांक : २२.०२.२०२४

## नियुक्ती पत्र

नाव : मयुर केसकर

पदनाम : पर्यवेक्षक

परिचय क्रमांक : एच एन ५६०८०८

विषय :- पर्यवेक्षक या पदासाठी नियुक्ती पत्र

प्रिय मयुर,

आपणास या पत्राद्वारे कळविण्यात येते कि, दिनांक २२.०२.२०२४ पासून पर्यवेक्षक या पदाकरिता आपली नियुक्ती करण्यात येत आहे. आपली नियुक्ती ही आपण विहित नमुन्यात सादर केलेल्या अर्जातील माहितीच्या आधारे व प्रमाणपत्राच्या सत्यतेच्या अधीन राहून करण्यात येत आहे. आपल्या आस्थापनेच्या नियमानुसार आपण किमान १ वर्षे सेवा बजावणे बंधनकारक आहे. तसेच काम सोडताना एक महिन्याची पूर्व सूचना देणे आवश्यक आहे. आपल्या आस्थापनेच्या अटी व शर्ती आपणास बंधनकारक राहतील याची आपण नोंद घ्यावी.

आपणास लागू असलेला वेतनाचा तपशील व अटी आणि शर्ती सोबत जोडण्यात येत आहे.

श्री. मंगेश वारगावकर

एच आर

for  
21/02/20





Date: 13<sup>th</sup> Sep 2023

To,

**Mr. Atharv Deshpande**

**Dear. Atharv Deshpande,**

This is with reference to your application and the subsequent interviews that we had with you. We are pleased to offer you the position of **Associate\_Data Processing**.

You have indicated that you are in a position to join us by **14<sup>th</sup> Sep 2023**. Failing to do this offer stands withdrawn.

There will be a one-year probationary period during which you will be given objectives to achieve. In case of Project completion before the specific date, EnFuse Solutions shall give a notice seven business days to you and in case of Project extension an advance notification of seven business days shall be given to you.

In case you wish to discontinue, you will be required to serve a notice period of seven days. Unsatisfactory performance at any time during the probation period could lead to the termination of your employment or your probationary period can be extended as deemed necessary.

The gross compensation we shall offer will be Rs. **15,100/-** per month on a cost to company basis as agreed mutually. There will be additional food allowance of Rs 100 per day added to the monthly compensation i.e. 2200 to 3000 per month (\*based on the number of actual working days).

Hence, your monthly gross salary including food allowance shall be **17,300/-** (food allowance will be added as per actual number of working days)

There will be the following deductions:

ESIC: 4%

Professional Tax: Rs. 200

\*Refer to the NO PF exemption form shared along with this offer, you are requested to submit the filled declaration for NO PF exemption form.

This offer will be valid subject to successful clearance of your employment and education background verification and reference checks. You are requested to complete the submission of requisite documents mentioned below on or before your date of joining:

1. Proof of Age Identity (PAN Card)
2. Proof of Address (Aadhar Card)
3. Qualification certificates
4. Work experience letters
5. Last 3 month's salary slips



6. Resignation Acceptance copy / Relieving Letter

You would be required to travel & work from the client site as per process requirement. Your respective location SPOC shall be in touch with you to liaison on the same.

Kindly sign a copy of the letter as confirmation of having understood and accepted the same.

We welcome you to EnFuse Solutions Pvt. Ltd. And look forward to working closely with you.

For EnFuse Solutions Pvt. Ltd.

Authorized Signatory  
**(Mr. Zaynul Mira)**



## Employee Confidentiality Agreement

This Agreement is effective when signed by and between EnFuse Solutions Private Limited (hereinafter referred to as the "Company"), a private limited company having its registered office at A-1503, Bonaventure Apt, Ranganath Keskar Road, Behind Honda Showroom, Dahisar (West), Mumbai 400068 and **Mr. Atharv Deshpande** hereinafter referred to as the "Employee"), **S/O Mr. Nandkumar Deshpande** Residing at **At post Anewadi Tal- jawali, District-Satara** Collectively referred to as the "Parties".

The Company has employed **Mr. Atharv Deshpande** from the **Date of Joining** (14-09-2023) and this agreement is intended to protect the confidential information disclosed by the Company in the course of employment to **Mr. Atharv Deshpande**. In consideration of the remuneration paid by the Company, the receipt and adequacy of which is hereby acknowledged, the Employee here agrees as follows:

**1. Confidential Information:** The Parties agree that information disclosed orally or in writing or made available by the Company ("Company") to another Party ("Employee"), including, but not limited to, information acquired from employees; trade secrets; strategic plans; invention plans and disclosures; customer information; computer programs; software codes; databases; suppliers; software; distribution channels; marketing studies; intellectual property; information relating to process and products, designs, business plans, business opportunities, marketing plans, finances, research, development, know-how or personnel; confidential information originally received from third parties; information relating to any type of technology, and all other material whether written or oral, tangible or intangible, shall be deemed "Confidential Information". In addition, the existence and terms of this Agreement shall also be treated as confidential Information. The parties agree that any confidential Information disclosed prior to the execution of this Agreement during the course of employment was intended to be and shall be subject to the terms and conditions of this Agreement.

**2. Restrictions and Exceptions:** The Employee agrees to maintain the confidentiality of the confidential Information and to prevent its unauthorized dissemination or use for a period of two (2) years from the date of last disclosure by the Company.

**3. Non-Disclosure:** The Employee expressly agrees that he/she shall not use Confidential Information provided by the Company in the development or delivery or for personal gain from providing any products or services for his/her own account or for the account of any third party. The Employee shall protect the Confidential Information by using the same degree of care, but no less than reasonable care, to prevent the unauthorized use, dissemination, or publication of the Confidential Information as the Employee uses to protect its own Confidential Information. The Employee shall limit its internal disclosure of the confidential Information to only those employees and agents who have a need to know the information for the limited purpose of executing his/her job responsibility.

**4. Ownership of confidential information:** All confidential Information, and all material items delivered by the Company to the Employee, remains the property of the Company and no license or other rights in the confidential Information are granted to the Employee by this Agreement or by the act of disclosure.



**5. Return of materials and documents:** Upon the written request of the Company, the Employee shall return to it (or, at the request of the Company, erase or destroy) all materials that contain or embody any Confidential Information of the Company, including but not limited to all computer programs, documentation, financial statement, forms, notes, plans, drawings, customer information and copies thereof. Return or destruction of such material shall not relieve the Employee of its obligations of confidentiality. Upon the request of the Company, the Employee will certify that it has complied with the provisions of this paragraph.

**6. Non-Circumvention:** The Employee agrees to not circumvent the Company and work with business associates, clients, and other third-party vendors introduced by the Company. This non-circumvention provision shall expire at the end of two (2) years from the termination of this Agreement.

**7. Non-Solicitation:** For a period of two (2) years after the termination of this Agreement, the Employee agrees that he/she will not solicit for work or provide service or advice or assist others with the opportunity to do the same, any Client of any Company.

**8. No Tampering:** While Employee is employed by the Company and for two years following the termination of Employee's employment with the Company, the Employee shall not (a) request, induce or attempt to influence any supplier of goods or services to the Company to curtail or cancel any business they may transact with the Company; (b) request, induce or attempt to influence any customers of the Company that have done business with or potential customers which have been in contact with the Company to curtail or cancel any business they may transact with the Company; or (c) request, induce or attempt to influence any employee of the Company to terminate his or her employment with the Company.

**9. Remedy:** The Employee hereby acknowledges that unauthorized disclosure or use of confidential information or a breach of this Agreement is a fraud perpetrated on the Company, which could cause significant and irreparable financial harm. Accordingly, the Employee agrees that the Company shall have the right to seek and obtain injunctive relief from breaches of this Agreement in addition to any money damages in excess of Rs.10 lakh per each instance of breach of agreement, other rights, and remedies it may have from a court of competent jurisdiction.

**10. Termination:** This Agreement shall survive and remain in effect and expressly terminated in writing and signed by all Parties, or until two (2) years from the date of termination of employment between the Company and the Employee.

**11. General:** This Agreement contains the entire agreement between the parties and supersedes any prior written or oral agreements between them concerning the subject matter contained herein. The provisions of this Agreement may be waived, altered, amended, or repealed, in whole or in part, only upon the written consent of all parties. The waiver of any party of a breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof. This Agreement constitutes the product of negotiations of the parties hereto and any enforcement hereof will be interpreted in a neutral manner and not more strongly against any party based upon the source of the draftsmanship of this Agreement. If any provision of this Agreement shall be held invalid or unenforceable by a court of competent jurisdiction, the remaining provisions hereof shall continue to be fully effective.



The Employee acknowledges that the Company shall or may in reliance of this agreement provide Employee access to trade secrets, customers, and other confidential data and goodwill. Employee agrees to retain said information as confidential and not to use said information on his or her own behalf or disclose the same to any third party.

Date: 13-09-2023

Place: Mumbai

Employee Name: **Mr. Atharv Deshpande**

For EnFuse Solutions Pvt Ltd,

Employee Signature:

(Mr. Zaynul Mira)



**NextWebi IT Solutions**

**Date:28<sup>th</sup> Nov.2024**

No 265, 6th Cross Road, 1st Main Domlur,  
Indiranagar  
Bengaluru, Karnataka-560071

**Rushikesh Katkar**

7th cross Kundalahalli colony, Bengluru, Karnataka

**Dear Rushikesh Katkar,**

We are excited to offer you the position of **.NET Developer** at **NextWebi IT Solutions**. We believe your skills and enthusiasm will be a great addition to our team.

### **Internship Details**

**Position:** .NET Developer

**Stipend:** ₹20,000/- per month

**Working Type:** Remote, task-based

**Joining Date:** 2<sup>nd</sup> Dec. 2024

**Reporting To:** Samiksha Shinde

### **Working Conditions**

As an intern, you will be working remotely, with tasks assigned to you on a project basis. Tasks will be communicated through various channels, including email, GitHub, WhatsApp, or phone calls, depending on the project requirements. You are expected to manage your time efficiently to meet deadlines and deliver quality work.

**Monthly Work Report:** At the end of each month, you will be required to submit a detailed work report summarizing the tasks completed and progress made during the month.

**Commitment:** You are required to commit to the entire duration of any company project you are involved in. You may not leave the work in the middle of any ongoing project. This commitment is crucial to ensure the smooth progression and completion of our projects.

## **Payment**

You will receive a monthly stipend of ₹20,000/- as compensation for your contributions during the working period. Additionally, based on your performance, there may be an opportunity to increase your payout during the course of the employment. The payment will be paid on 8<sup>th</sup> of each month.

## **Additional Information**

This Working does not entitle you to any additional benefits such as health insurance, paid time off, or retirement plans. However, you will have the opportunity to gain valuable experience and develop your skills in .NET Development.

If you have any questions or need further information, please feel free to contact me at [samiksha.152shinde@gmail.com](mailto:samiksha.152shinde@gmail.com)

Sincerely,



**Samiksha Shinde**  
Project's Manager  
NextWebi IT Solutions







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

**Superset ID: 3981224**

## **Letter of Intent ("LOI")**

November 04, 2024

Dear Gauri Dipak Sagare,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
  1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

**Note 1:** Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

**Note 2:** After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please [click here](#).

**For Capgemini Technology Services India Limited**

**Puneet Kumra**  
**Head - Fresher Hiring**

This is a computer-generated document. No signature is required. This document is containing confidential information.

## **ANNEXURE 1**

Gauri Sagare, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

**For Capgemini Technology Services India Limited**

**Puneet Kumra  
Head - Fresher Hiring**

### Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This LOI supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

## **ANNEXURE 2**

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, all Graduation Marksheets and Graduation Degree Certificate
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof



**Date:** 3<sup>rd</sup> Dec., 2024

**To,**  
Harsh Jadhav  
Room no.-249,koparkhairane, Navi Mumbai

**Subject: Offer of Employment as Front-End Developer (Remote, Deadline-Based Work)**

Dear Harsh Jadhav,

We are pleased to offer you the position of **Front-End Developer** at **Colan Infotech Pvt. Ltd.**. After reviewing your skills and expertise, we are confident that you will be a valuable asset to our team.

**Position:**

Front-End Developer

**Start Date:**

December 6<sup>th</sup>, 2024 (or as mutually agreed upon)

**Compensation:**

- **Monthly Salary:** ₹ 20,000 (Twenty Thousand Rupees)

**Work Location:**

This position is **remote**, allowing you to work from home and collaborate with the team online.

**Working Structure:**

This role is **deadline-based**, meaning you are expected to complete assigned tasks and projects by the agreed deadlines. There are no fixed daily working hours, and **Sundays are excluded from your working schedule**. However, regular progress updates and participation in virtual meetings may be required when necessary.

## Roles & Responsibilities:

- Designing and developing responsive, user-friendly web applications.
- Working closely with back-end teams to ensure smooth integration of features.
- Writing clean and maintainable code using HTML, CSS, JavaScript, and Bootstrap.
- Meeting project deadlines and ensuring the quality of work delivered.
- Attending virtual team meetings as needed for project discussions.

## Terms and Conditions:

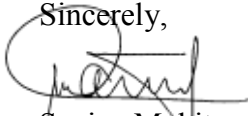
The terms of employment will be governed by the policies of Colan Infotech Pvt. Ltd., which may be updated from time to time.

## Acceptance of Offer:

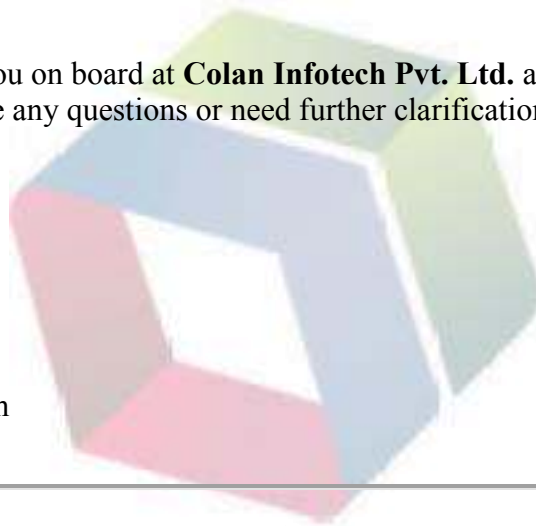
Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 6<sup>th</sup> Dec., 2024.

We are excited to have you on board at **Colan Infotech Pvt. Ltd.** and look forward to your contributions. If you have any questions or need further clarification, feel free to contact us.

Sincerely,



Sanjay Mohite  
Team Leader  
Colan Infotech Pvt. Ltd.  
sanjaym4256@gmail.com



---

## Acceptance of Offer

I, Harsh Jadhav, accept the offer for the position of Front-End Developer at Colan Infotech Pvt. Ltd., as outlined above.

Signature: \_\_\_\_\_

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



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

**Superset ID: 5016482**

## **Letter of Intent ("LOI")**

September 04, 2024

Dear Nikita Mahadev Sakunde,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
  - 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

**Note 1:** Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

**Note 2:** After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further



training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please [click here](#).

**For Capgemini Technology Services India Limited**

**Puneet Kumra**  
**Head - Fresher Hiring**

This is a computer-generated document. No signature is required. This document is containing confidential information.

## **ANNEXURE 1**

Nikita Sakunde, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

**For Capgemini Technology Services India Limited**

**Puneet Kumra  
Head - Fresher Hiring**

### Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This LOI supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

## **ANNEXURE 2**

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, all Graduation Marksheets and Graduation Degree Certificate
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

9, August 2024

Pooja Thorat  
Satara, Maharashtra,  
India-415001



Re: Offer of Internship

Dear Pooja,

I am pleased to confirm our offer of the position of **Data Discovery & Processing Intern** with 2020Analytics Insights, PVT LTD ("Company"), reporting to **Mr. Sourabh Pawar**. Your official starting date is **12, August 2024**, and your internship will be on an "at-will" basis — meaning that either you or the Company is free to terminate the intern relationship at any time, without cause, and for any reason or no reason and with or without notice.

**Scholarship offered.** Your yearly rate during internship will be **Fifteen Thousand per month (Rs. 15,000/month.)** with a minimum of Forty Hours per week (40 hours/wk.) The Company will withhold all appropriate amounts from your gross pay in accordance with state, local and federal laws. Your scholarship is subject to review by the Company in its sole discretion; however, the Company will review your performance after six months of internship, and subsequently, once annually there after.

**Term of employment.**

- i. You will be initially on internship for a period of 6 (Six) months during which you may be removed from your appointed post without giving any notice or reason thereof if not found satisfactory as per performance reviews. You will be given an appointment cum confirmation letter after the given probation period is over and based on your performance analysis. The benefits written below are subjected to completion of probation period.
- ii. Subject to provisions for termination set forth below, term of employment as an intern will begin from **12, August 2024**.
- iii. Your term of internship will be before 06 months from the date of appointment. If you want to leave employment within period 06 months, you should give 15 days prior notice.
- iv. The intern undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving letter from the organization & at the same time organization has full right to initiate appropriate legal proceedings against the intern in case of breach of this employment agreement.
- v. After completion of internship, it is sole decision of the company to carry forward your employment on regular basis after evaluation of your previous performance.

**Miscellaneous Benefits:** As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays

**Pooja Thorat**

Re: Offer of Internship

August 09, 2024

Page 2



**Covenant not to Compete or Solicit.** Commencing with your employment, you agree to be bound by the terms and conditions contained within this provision as regards your covenants not to compete or to solicit clients and employees of the Company. Specifically:

1. For purposes of this Agreement, a "Direct Competitor" shall mean any entity which provides any, all, or some combination of the following services provided by the Company: Healthcare/Workers Compensation firms that offer: clinical and financial analytics, predictive analytics, population health management, underwriting and actuarial services, clinical and financial risk modeling, Medical Claims data products and any organization involved in the distribution, sale, analytics, insight, services and the like for all Implantable.
2. For purposes of this Agreement, a "Client" of the Company shall mean a person or organization which at any time within the two (2) years preceding the date of termination of your employment has received a proposal or bid from the Company, or has received any services from the Company, with or without charge. A Client will also include all persons and organizations solicited or contacted by you on the Company's behalf during the two-year period.
3. You agree that during your employment and for a period of two (2) years following the termination of employment for any reason, you will not within the India & United States:
  - a. Serve as an employee, agent, partner, shareholder, director or consultant for, or in any other capacity, directly or indirectly, participate, engage, or have a financial or other interest in, any business which is a Direct Competitor or a Client; or
  - b. Directly or indirectly solicit, induce or encourage any person then employed by the Company to terminate employment with the Company; and
  - c. Contact any Client of Company.
4. You acknowledge and agree that the restrictions imposed upon you by this non-competition and non-solicitation provision are reasonable with respect to geographic scope, time, and scope of activity, and are designed to protect the trade secrets, confidential and proprietary business information, and continued success of the Company, and that they do not unduly restrict your future employment.



**Pooja Thorat**  
Re: Offer of Internship  
August 09, 2024  
Page 3

5. You agree that the two (2) year's period referenced above shall be tolled during any period in which you are in violation of this non-competition and non-solicitation provision.
6. You agree that the covenants contained herein shall be construed as a series of separate covenants, one for each country, state, county, city, or other political subdivision of the restricted territory. Except for geographic coverage, each such separate covenant shall be deemed identical in terms to the covenant contained in Paragraph (3) above. If, in any judicial proceeding, a court refuses to enforce any of such separate covenants (or any part thereof), then such unenforceable covenant (or such part) shall be eliminated to the extent necessary to permit the remaining separate covenants (or portions thereof) to be enforced. In the event that the provisions of the covenants contained herein are deemed to exceed the time, geographic or scope limitations permitted by applicable law, then such provisions shall be reformed to the maximum time, geographic, or scope limitations, as the case may be, permitted by applicable laws.

**Required Documents:** You acknowledge and agree that this offer comes with the understanding you will be required to sign all documents related to employment with 2020 Analytics Insights, including but not limited to: Employee Handbook, HIPPA Security Requirements, and Trademark/Copywrite Policy.

**Non-Disparagement.** Subject to applicable law, you agree that, during your employment and for a period of 2-year post employment you will not in any way directly or indirectly defame, disparage, or publicly criticize the services, business, integrity, veracity or reputation of the Company or its owners, officers, directors, or employees in any forum or through any medium of communication.

This offer letter constitutes all commitments made to you on behalf of the Company. To accept this offer of internship, please sign in the space below, date it, and return the signed copy to me. Notwithstanding anything to the contrary contained herein, during the term of your internship the Company shall have the absolute unilateral right, in its sole discretion, to alter any of your job responsibilities, duties or obligations to the Company as regards your position as **Data Discovery & Processing Intern**. As stated above, your internship will be on an "at-will" basis, meaning that either you or the Company may terminate it for any reason at any time.

**Pooja Thorat**  
Re: Offer of Internship  
August 09, 2024  
Page 4



I look forward to your joining 2020 Analytics Insights PVT LTD and feel confident that it will be a mutually beneficial and successful association.

Sincerely,



**Vinaya Phadtare**  
CEO

I hereby accept your offer of Intern with 2020 Analytics Insights PVT LTD on the terms contained herein.

A handwritten signature in black ink, consisting of the letters "P" and "A" followed by a stylized flourish.

**Pooja Thorat**  
Dated: August 09, 2024

9, August 2024

Sanket Thorat  
Satara, Maharashtra,  
India-415001



Re: Offer of Internship

Dear Sanket,

I am pleased to confirm our offer of the position of **Data Discovery & Processing Intern** with 2020Analytics Insights, PVT LTD (“Company”), reporting to **Mr. Sourabh Pawar**. Your official starting date is **12, August 2024**, and your internship will be on an “at-will” basis — meaning that either you or the Company is free to terminate the intern relationship at any time, without cause, and for any reason or no reason and with or without notice.

**Scholarship offered.** Your yearly rate during internship will be **Fifteen Thousand per month (Rs. 15,000/month.)** with a minimum of Forty Hours per week (40 hours/wk.) The Company will withhold all appropriate amounts from your gross pay in accordance with state, local and federal laws. Your scholarship is subject to review by the Company in its sole discretion; however, the Company will review your performance after six months of internship, and subsequently, once annually thereafter.

**Term of employment.**

- i. You will be initially on internship for a period of 6 (Six) months during which you may be removed from your appointed post without giving any notice or reason thereof if not found satisfactory as per performance reviews. You will be given an appointment cum confirmation letter after the given probation period is over and based on your performance analysis. The benefits written below are subjected to completion of probation period.
- ii. Subject to provisions for termination set forth below, term of employment as an intern will begin from **12, August 2024**.
- iii. Your term of internship will be for 06 months from the date of appointment. If you want to leave employment within period 06 months, you should give 15 days prior notice.
- iv. The intern undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving letter from the organization & at the same time organization has full right to initiate appropriate legal proceedings against the intern in case of breach of this employment agreement.
- v. After completion of internship, it is sole decision of the company to carry forward your employment on regular basis after evaluation of your previous performance.

**Miscellaneous Benefits:** As an intern you will receive “temporary employment” status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays

**Sanket Thorat**

Re: Offer of Internship

August 09, 2024

Page 2



**Covenant not to Compete or Solicit.** Commencing with your employment, you agree to be bound by the terms and conditions contained within this provision as regards your covenants not to compete or to solicit clients and employees of the Company. Specifically:

1. For purposes of this Agreement, a “Direct Competitor” shall mean any entity which provides any, all, or some combination of the following services provided by the Company: Healthcare/Workers Compensation firms that offer: clinical and financial analytics, predictive analytics, population health management, underwriting and actuarial services, clinical and financial risk modeling, Medical Claims data products and any organization involved in the distribution, sale, analytics, insight, services and the like for all Implantable.
2. For purposes of this Agreement, a “Client” of the Company shall mean a person or organization which at any time within the two (2) years preceding the date of termination of your employment has received a proposal or bid from the Company, or has received any services from the Company, with or without charge. A Client will also include all persons and organizations solicited or contacted by you on the Company’s behalf during the two-year period.
3. You agree that during your employment and for a period of two (2) years following the termination of employment for any reason, you will not within the India & United States:
  - a. Serve as an employee, agent, partner, shareholder, director or consultant for, or in any other capacity, directly or indirectly, participate, engage, or have a financial or other interest in, any business which is a Direct Competitor or a Client; or
  - b. Directly or indirectly solicit, induce or encourage any person then employed by the Company to terminate employment with the Company; and
  - c. Contact any Client of Company.
4. You acknowledge and agree that the restrictions imposed upon you by this non-competition and non-solicitation provision are reasonable with respect to geographic scope, time, and scope of activity, and are designed to protect the trade secrets, confidential and proprietary business information, and continued success of the Company, and that they do not unduly restrict your future employment.



**Sanket Thorat**  
Re: Offer of Internship  
August 09, 2024  
Page 3



5. You agree that the two (2) year's period referenced above shall be tolled during any period in which you are in violation of this non-competition and non-solicitation provision.
6. You agree that the covenants contained herein shall be construed as a series of separate covenants, one for each country, state, county, city, or other political subdivision of the restricted territory. Except for geographic coverage, each such separate covenant shall be deemed identical in terms to the covenant contained in Paragraph (3) above. If, in any judicial proceeding, a court refuses to enforce any of such separate covenants (or any part thereof), then such unenforceable covenant (or such part) shall be eliminated to the extent necessary to permit the remaining separate covenants (or portions thereof) to be enforced. In the event that the provisions of the covenants contained herein are deemed to exceed the time, geographic or scope limitations permitted by applicable law, then such provisions shall be reformed to the maximum time, geographic, or scope limitations, as the case may be, permitted by applicable laws.

**Required Documents:** You acknowledge and agree that this offer comes with the understanding you will be required to sign all documents related to employment with 2020Analytics Insights, including but not limited to: Employee Handbook, HIPPA Security Requirements, and Trademark/Copywrite Policy.

**Non-Disparagement.** Subject to applicable law, you agree that, during your employment and for a period of 2-year post employment you will not in any way directly or indirectly defame, disparage, or publicly criticize the services, business, integrity, veracity or reputation of the Company or its owners, officers, directors, or employees in any forum or through any medium of communication.

This offer letter constitutes all commitments made to you on behalf of the Company. To accept this offer of internship, please sign in the space below, date it, and return the signed copy to me. Notwithstanding anything to the contrary contained herein, during the term of your internship the Company shall have the absolute unilateral right, in its sole discretion, to alter any of your job responsibilities, duties or obligations to the Company as regards your position as **Data Discovery & Processing Intern**. As stated above, your internship will be on an "at-will" basis, meaning that either you or the Company may terminate it for any reason at any time.

**Sanket Thorat**  
Re: Offer of Internship  
August 09, 2024  
Page 4



I look forward to your joining 2020 Analytics Insights PVT LTD and feel confident that it will be a mutually beneficial and successful association.

Sincerely,



**Vinaya Phadtare**  
CEO

I hereby accept your offer of Intern with 2020 Analytics Insights, PVT LTD on the terms contained herein.

*Sanket*

**Sanket Thorat**  
Dated - 10 August 2024



Letter of Intent

Date: 18/01/2024

Mr. ~~Ms.~~ Prasad sawant

Dear, Prasad

With reference to your application and subsequent interactions we are pleased to shortlist you as CCE in the  
With Connnect Business Solutions Limited (The Company).

You are expected to join us on or before 19/01/2024 at our Pune – Devi IT Office.  
Please note that this selection is provisional and your final Offer/Employment letter will be released to you submitting the following documents (originals to be presented)

Photo ID & Address Proof:	• Passport Size photo   PAN Card   Aadhar Card   Voter ID   Driving License   Passport and License Agreement copy
Education Proof:	• 10th and 12th Marksheet/Board Certificate. • For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificate
Experience Proof:	• Offer Letter & 3 Month Salary Slips / Reliving Letter / Experience Letter.
Bank Account Details:	• Cheque Book   Passbook

Note: Only Original documents must be scanned & uploaded in POP App in a JPEG format. (Uploading Photocopy leads to Cancellation of documents during Verification)

COMPENSATION STRUCTURE		AMOUNT
Monthly Gross (Basic + HRA + Conveyance + Other Allowance + PMI)		15625.00
Performance Incentive (PMI)		893.00
BENEFITS (PF /ESIC) / Employee Contribution (Deductions)	PMI	1472.00
PROVIDENT FUND (PF)		1255.00
INSURANCE & GRATUITY		989.00
TAKE HOME (Without PMI)		13260.00
COST TO THE COMPANY (Monthly)	Loan	17869.00
TOTAL COST TO THE COMPANY		214420.00

We will issue you your Offer/appointment Letter on/before the Date of Joining.

Working Mandate	Office Timings	Salary Payout	Transport
Attendance	• Rotational Shift.	• Payout : 1 <sup>st</sup> of Every month	• Female: After 8:00 PM.
Day /Night Shift	• 6 Days of Working	• PMI: You will start earning PMI after 2 months.	• Male: After 11:00 PM only if transport is allowed in your Location.
You are already aware about the Working Mandate, Shift, Venue.	• Weekly Off: 1 Day (Any day for the week)		

The details mentioned are clearly explained by HR Team and understood by me. I am willing to take this job as per the job details explained to me



Please scan this QR code to get user guide of POP.  
For any Additional help, please connect with Mr. Vishal Gaikwad - 9637614005

\_\_\_\_\_  
Authorized Signatory

\_\_\_\_\_  
Candidate Signature



**To,**  
Shreyash Pawar  
Satara, Maharashtra  
Maharashtra-415002

**Subject: Joining Letter for Data Analyst**

Dear Shreyash,

We are pleased to welcome you to **Colan Infotech Pvt. Ltd.** as a **Data Analyst**. Your skills and expertise have been highly appreciated during the Previous Working, and we are excited to have you as part of our team.

Below are the terms of your employment:

- **Position:** Junior Data Analyst
- **Work Mode:** Remote (Work from Home)
- **Monthly Compensation:** ₹18,000 (Rupees Eighteen Thousand)
- **Start Date:** 16<sup>th</sup> Dec. 2024
- **Payment Date:** Your monthly payment will be processed on the **20<sup>th</sup> of each month.**
- **Team Lead:** You will report to Sanjay Mohite, Team Leader, for all your project and work-related tasks.

**Terms and Conditions:**

1. **Deadline-Based Work:**  
All tasks and projects assigned to you will be deadline-based. You are required to manage your time efficiently and complete all work within the specified deadlines. Regular updates must be provided to your team lead to ensure timely progress.
2. **Project Continuity:**  
Once assigned to a project, you are expected to remain committed to its completion. Leaving the company during an ongoing project will not be permitted. If any issues arise, they must be discussed with the team lead for resolution.
3. **Communication:**  
As this is a remote position, maintaining regular communication with your team lead and fellow team members is essential. You are required to be available for virtual meetings, updates, and discussions as needed.
4. **Adherence to Company Policies:**  
You are expected to comply with the company's policies, guidelines, and work ethics throughout your tenure with Colan Infotech Pvt. Ltd.

Please confirm your acceptance of this joining letter by replying to this email or contacting HR. We are excited to have you on board and look forward to a productive and collaborative journey ahead.

Best regards,



Sanjay Mohite  
Human Resources Manager  
Colan Infotech Pvt. Ltd.  
[sanjaym4256@gmail.com](mailto:sanjaym4256@gmail.com)





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20235128848/Pune**  
**Date: 16/07/2024**

Ms. Asmita Ganesh Ubhe  
At.Post Dhom Punarvasan (Joshivahir),Ta.Wai Dist.Satara,  
Near Fly Over,  
Satara-412803,  
Maharashtra.  
Tel# -

Dear Asmita Ganesh Ubhe,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20235128848**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India  
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

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

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

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

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

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

#### **3. Food Card**

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

#### **4. Communication Allowance**

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

### **Performance Bonus**

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

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

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





## 2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

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

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice



sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

### **4. Working Hours**

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

### **5. Mobility**

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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

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



## **7. Increments and Promotions**

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

## **8. Alternative Occupation / Employment**

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

## **9. Confidentiality Agreement**

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

## **10. Service Agreement**

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

## **11. Overseas International Assignment Agreement**

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and



customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

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

## **13. TATA Code of Conduct**

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

## **14. Notice Period**

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

## **15. Retirement**

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

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

## **17. Employment of Non Indian Citizens**

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



## 18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

## 19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 20. TCS ILP Program

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

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

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



## **21. Letter of Appointment**

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

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

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

## **24. Data Privacy Clause:**

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

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

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

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





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

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



### **Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head, Talent Acquisition & Academic Interface**



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

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Asmita Ganesh Ubhe</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\*\*\* For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<p><b>AHMEDABAD</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India</p>	<p><b>BHUBANESWAR</b> TCS XP HR Lead Tata Consultancy Services, Kalinga Park   Talent Development Block   Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p><b>BANGALORE</b> TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p><b>CHENNAI</b> XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p><b>DELHI</b> XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India</p>	<p><b>HYDERABAD</b> XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP &amp; GP, Kolkata, West Bengal 700091.</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p><b>TRIVANDRUM</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

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

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 10. General

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

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

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

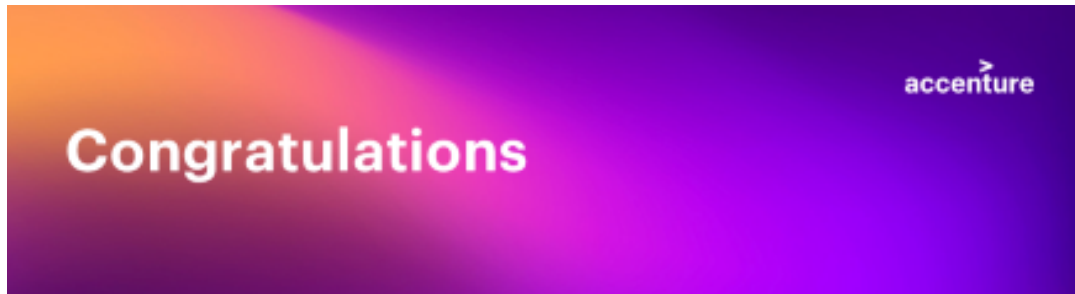
(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either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





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

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



25 July 2024

C09699451  
Sakshi Sanjay Chinchkar  
49, Malhar Peth , Satara

Dear Sakshi Sanjay Chinchkar,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12  
Job Title - **Packaged App Development Associate**  
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

**ANNEXURE AND TERMS OF EMPLOYMENT DETAILS**

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

**Important to note:**

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

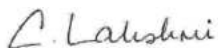
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Sakshi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact CHAITRA H S at [campus.queries@accenture.com](mailto:campus.queries@accenture.com) should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig\_es\_:\_signer1:signature}}  
Sakshi Sanjay Chinchkar

\_\_\_\_\_  
Date: {{Dte\_es\_:\_signer1:date}}

**ANNEXURE 1: COMPENSATION & BENEFITS**

<b>TOTAL CASH COMPENSATION ELEMENTS</b>	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	<b>INR 383,000/-</b>
(B) Variable Bonus earning potential (at maximum 8.5%)	<b>INR 32,555/-</b>
Annual Total earning potential (A+B)	<b>INR 415,555/-</b>
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	<b>INR 6,400/-</b>
Notional Insurance Premium paid by Company	<b>INR 13,700/-</b>
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	<b>INR 435,655/-</b>
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	<b>INR 12,000/-</b> (capped at <b>INR 1,000/-</b> per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	<b>INR 5,700/-</b> [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

**\*Total Cash Compensation Elements****Annual Fixed Compensation\*\***

\*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

\*\*Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

**Note: For International Worker Only\***

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. \*As defined by applicable law from time to time.

**VARIABLE BONUS**

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR**

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of <b>INR 7,50,000/-</b>	Company
Future Service Liability	Self	Up to <b>INR 20,00,000/-</b>	Company
Employee Deposit Linked Insurance (EDLI)	Self	<b>INR 7,05,000/-</b> (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time

c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse /partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**

a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

\*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

### JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.



Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

### **RELOCATION ASSISTANCE**

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates re your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

### **STATUTORY BONUS**

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

### **GST CLAUSE**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company.

Any shortfalls will be adjusted against any further amounts due and payable to you.

**GENERAL TAX**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

## **ANNEXURE 2 : REQUIRED DOCUMENTATION**

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

### **ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION**

#### **NOTE:**

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

#### ***While working remotely:***

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

**ANNEXURE 4 : DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
Sakshi Sanjay Chinchkar

Date: {{Dte\_es\_:\_signer1:date}}

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

Date - 04-March-2024

Employee Code: LNOLE1153

Mr. PRANAV MANE  
SWPNA SHILP BANGALA CHAIRTRAWEL APPT SATARA MAHARSTRA 415001

## Appointment Letter

Dear Mr. PRANAV MANE ,

With reference to your application and the subsequent offer made to you after your interview with us we are pleased to appoint you as **Trainee-Brand Champion**, in our organization on the terms and conditions enumerated in this Offer Letter & Annexure A. You will be working in the premises of **OLA ELECTRIC TECHNOLOGIES PRIVATE LIMITED** and you are required to report to duty on or before **04-March-2024**.

- Your appointment will be subject to the terms and conditions contained herein and in Annexure-A.
- Your monthly salary/other benefits are as per the Annexure-B enclosed.
- We welcome you to LabourNet and look forward to a long and mutually beneficial association.

We wish you success in all your endeavors.

For LabourNet Services India Pvt. Ltd,



**Authorized Signatory**

- Encl.: 1) Annexure - A Terms and conditions  
2) Annexure - B Compensation & Benefits



LabourNet Services India Pvt. Ltd

24/1-4, 19th 'A' Main, 9th Cross, JP Nagar 2nd Phase, Bengaluru - 560 078, Karnataka, India

P +9180 4450 4450 / 4459 E contactus@labournet.in W www.labournet.in CIN U74140KA2006PTC04642

**Annexure – A****Terms and Conditions**

- Your appointment will be at Company's Branch Office or at such location including any deputation to a client location as may be directed from time to time. During the course of your employment you may be transferred to any other department/division/client location anywhere in India.
- Your appointment shall be for a period from 04-March-2024 to 03-March-2025 and shall not be continued after such period unless such extension is confirmed in writing by the management.
- Your employment can be terminated by giving one month Clear Notice or either side or by payment in lieu of the notice period. The Company shall, however, have the right to withhold such payments of salary and allowances and reimbursements in lieu of notice or any part thereof or any other amount due to you on any account whatsoever until such time that you have either returned all or any of the properties of the Company or that of a Client. The Company shall also be entitled to deduct sums of money sufficient to cover any loss or damage to the property of the Company, or that of a Client for which you may be liable or that of the service provider who has agreed to provide you accommodation and amenities at the behest of the Company as per clause 19 of this contract.
- However, no notice or notice pay will be paid if your services are terminated for the reason that you furnished incorrect particulars in your application for employment or if you are terminated for proven misconduct under the rules applicable to you from time to time.
- Likewise, no notice or notice pay will need to be given/paid to you if your services are terminated by the management on the basis that your performance is not satisfactory anytime during the period of Contract of Service.
- You shall be paid salary every month as per the details furnished in the Annexure A, subject to all statutory deductions, your attendance, and leave availed for the month etc. Such salary for a month shall be paid within on or before 10<sup>th</sup> of every month. Company shall also deduct from such salary value of any amenity such as Housing Accommodation, Food provided to you by the Company.
- You shall be entitled to annual and other types of leave and plus appropriate statutory holiday as per applicable laws. Leave cannot be claimed as a matter of right and shall be subject to sanctions/ approvals as may be required. Accumulation of annual leave shall be as per the Leave policy applicable from time to time. In the event of deputation to a client, you should adhere to the leave policy as applicable at the client location.
- Your duty hours/working shifts will be regulated from time to time at the discretion of the management or by the requirements of work at client location where you are deputed.
- You will be required to work such additional hours as may from time to time be reasonable and necessary for the efficient performance of your assignment.

**LabourNet Services India Pvt. Ltd**

24/1-4, 19th 'A' Main, 9th Cross, JP Nagar 2nd Phase, Bengaluru - 560 078, Karnataka, India

P +9180 4450 4450 / 4459 E [contactus@labournet.in](mailto:contactus@labournet.in) W [www.labournet.in](http://www.labournet.in) CIN U7460KA2006PTC04642

- Management reserves the right to alter the service conditions wholly or any part thereof in accordance with the prevailing rules and conditions and client requirements.
- You shall observe and be bound by all the policies and rules of the Company and that of the client at whose location you are deputed. The Company shall have the right to change any of the policies/rules from time to time, without assigning any reason and you shall be bound by such alterations from time to time.
- You are required to report for duty on or before the date mentioned on the covering letter Attached to this document, failing which this appointment order shall be treated as cancelled.
- If the aforementioned terms and conditions of your Contract of Service are acceptable to you, please attest your signature on the duplicate copy of this order as a token of your acceptance.
- Your unauthorized absence for a continuous period of eight days or overstay for a period of eight days could make you to lose your lien on the job. In case of such unauthorized absence the Management can presume that you have abandoned employment on your own accord.

We welcome you to our organisation and look forward to a rewarding and happy association with you.

For **LabourNet Services India Pvt. Ltd.,**



**Authorized Signatory**

**I Accept to serve the company in terms and conditions**

LabourNet Services India Pvt. Ltd

24/1-4, 19th 'A' Main, 9th Cross, JP Nagar 2nd Phase, Bengaluru - 560 078, Karnataka, India

P +9180 4450 4450 / 4459 E contactus@labournet.in W www.labournet.in CIN U74140KA2008PTC04642

- 4 -



## Annexure - B

## Compensation &amp; Benefits

Components	Monthly (INR)	Annually (INR)
Basic	13,924	167,088
HRA	2,533	30,396
Statutory Bonus	1,160	13,920
<b>Gross Total Earnings (A)</b>	<b>17,617</b>	<b>211,404</b>
Employee PF	1,671	20,052
Employee ESI	133	1,596
Professional Tax	200	2,500
Employee LWF	0	0
<b>Total Deductions (B)</b>	<b>2,004</b>	<b>24,148</b>
<b>Net Salary (A-B)</b>	<b>15,613</b>	<b>187,256</b>
Employer PF	1,671	20,052
EPF Admin	70	835
EPF EDLI	70	840
Employer ESIC	573	6,871
Employer LWF	0	0
<b>Total Benefits (C)</b>	<b>2,383</b>	<b>28,598</b>
<b>Total Cost to Company (A+C)</b>	<b>20,000</b>	<b>240,002</b>

## Note: -

- ESIC contribution will be 3.25%, and your share of contribution will be 0.75%.
- You will be eligible for Provident Fund as per the provisions of Employees Provident Fund and Miscellaneous Provisions Act, 1952.
- You are governed by the provisions of Employees State Insurance Act. The Company's You will be eligible for Bonus under the Payment of Bonus Act, 1965.
- You will not be entitled to any other allowances or benefits apart from what is mentioned above.

Signature \_\_\_\_\_

Date:-

LabourNet Services India Pvt. Ltd

24/1-4, 19th 'A' Main, 9th Cross, JP Nagar 2nd Phase, Bengaluru - 560 078, Karnataka, India

P +9180 4450 4450 / 4459 E contactus@labournet.in W www.labournet.in CIN U74140KA2006PTC04642

- You will also be entitled to membership in the Provident Fund Scheme and all other statutory benefits in accordance with the applicable laws for the time being in force and any statutory amendments there under.
- During the course of your employment you will discharge your duties efficiently and diligently to the best of your ability and shall devote your whole time and attention to the interest of the company. You shall carry out duties and work as assigned to you and shall obey and comply with all the lawful directions of your superiors. You shall honestly, diligently and faithfully serve the company and use your utmost endeavor to promote the interest of the company.
- You will not utilize or disclose or divulge to any person or persons any trade secret or know-how of the company or its client.
- You shall keep the secrets of the Company and its Client and shall not, either during your employment or at any time after the termination thereof, divulge matters or things relating to the business, management or interests of the Company or its Client including Confidential knowledge or information acquired in consequences of your service hereunder to detriment or prejudice of the Company or its Client.
- Your employment requires performance consistent with the high standards of the responsibilities that may be assigned to you from time to time. Your performance in your current assignment will therefore be subject to review as decided by the policies applicable to you at the Client where you will be deputed. Your review will be based purely on the recommendation of the Reporting Manager and approval of your performance and its ratings by the client representative where you are deputed.
- You are expected to act in a responsible and professional manner when you use the company facilities or Client facilities. You shall not attempt to disrupt, degrade, or interfere with the normal operation of any machinery, service or facility.
- During your employment with the company you will not undertake any other business, work or assignment except with the written agreement of the management.
- Any communication to you shall be addressed to your current and permanent residential address, telephone number and the e-mail address given in your application for employment. Any change in your current or permanent residential address, telephone number or e-mail address, shall be intimated to the Company within fifteen days from the date of such change.
- You will be responsible for the safe keeping and return in good condition or order of all company/client properties and that of the service provider if any who has agreed to provide accommodation and amenities such as food etc to you at the behest of the Company which may be in your use or custody. In the event of loss or damage to them, Management shall have the right to deduct the money value of such things from your dues and take such actions, as the management deems proper.
- Company at its discretion may make such arrangements to provide accommodation for your stay if you are not from the same location/town/city where your workplace is located. Also company may at its discretion provide such other amenities including meals at such accommodation. The company shall deduct rental value of such accommodation and cost of other amenities provided from total salary payable to you every month. Such deductions shall either be used to defray the expenses incurred by the company directly or to pay, on your behalf, any other service provider who has agreed to provide such accommodation and amenities directly to you.

**LabourNet Services India Pvt. Ltd**

24/1-4, 19th 'A' Main, 9th Cross, JP Nagar 2nd Phase, Bengaluru - 560 078, Karnataka, India

P +9180 4450 4450 / 4459 E [contactus@labournet.in](mailto:contactus@labournet.in) W [www.labournet.in](http://www.labournet.in) CIN U74140KA2008PTC04642

TEDRA/HR/2024-25  
July 02, 2024

Mr. Anirudha S. Kadam,  
Satara, Maharashtra.

**OFFER LETTER**

Dear Mr. Anirudha,

This is reference to your interview with us, we are happy to inform you that we are offering position of '**Trainee Engineer -Design**' to you. You will be given a regular Letter of Appointment, at the time of your joining the duty with CTC **Rs. 3,00,000/- per Annum (Rs. Three Lakh only)**. During your Probation period **7 days**' notice period is applicable and after confirmation of service, either side may terminate the employment by giving **One month** notice in advance or one month pay-slip salary and allowances in lieu thereof.

Please inform us the date of your joining and bring the following documents at the time of your joining:

- (1) Final clearance from your last employer.
- (2) Your savings bank a/c no.
- (3) Colour photographs- 3 no's
- (4) Medical Fitness Certificate
- (5) Aadhar Card & PAN Card copy Xerox
- (6) Academic Certificate.
- (7) Two references with their phone numbers and status, other than relatives

Please sign the duplicate copy of this letter as a token of acceptance and return the same to us within 7 days' of receipt, else this appointment letter stands cancelled automatically.

Yours Faithfully,

**For TEDRA AUTOMOTIVE SOLUTIONS PVT. LTD.**

  
**DIRECTOR**

I have read / I have been explained the terms and conditions specified here above and I accept the same as binding on me.

I will be joining on \_\_\_\_\_ Signature \_\_\_\_\_ Name in full: \_\_\_\_\_

ANNEXTURE-A

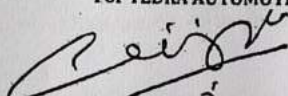
Salary Structure of Mr. Anurudha S. Kadam as a "Trainee Engineer - Design"

SALARY BREAKUP	PER MONTH RS.	PER ANNUM RS.
Basic Salary	10000	120000
HRA	4000	48000
Attendance Allowance	1000	12000
Canteen Allowance	1000	12000
Washing Allowance	1000	12000
Special Allowance	4719	56628
Gross Salary	21719	260628
PF & FPF (Company Contribution) 13%	1300	15600
Gratuity @ 4.81 %	481	5772
Mediclaime Policy	500	6000
Bonus (Annual)	1000	12000
TOTAL	25000	300000

Deductions :	From Gross Salary	
		<u>21719</u>
PF Contrl Rs. (@ 12%)	1200	
Professional Tax	200	
ESIC	0	
Take Home Salary Rs.		
Which Is Deposit In Bank		<u>20319</u>

CTC - Rs. Three lach Per Annum.

For TEDRA AUTOMOTIVE SOLUTIONS PVT. LTD.

  
DIRECTOR

**APPOINTMENT LETTER**

**DATE:- 22/02/2024**

**Ms. Arati Sanjay Gaikwad**

**FIXED TERM CONTRACT OF EMPLOYMENT**

With reference to your application and subsequent interview with us, we are pleased to offer you an employment in our organization as a **Incoming Quality Inspection** for our client M/s **Antolin Lighting India Private Limited**. Located at **Nighoje chakan Road** for a fixed period on the following terms and conditions:

- 1) Your contract of employment shall be valid in the event of the project/work for which you are being employed comes to an end before the aforementioned period; this contract shall be co-terminus with aforesaid project/work.
- 2) Notwithstanding anything contained above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary appointment for such period or periods, as may be necessary depending upon the exigencies related to the work for which you are hereby engaged. In that event, the company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 3) During the period of fixed contract, your services are liable according to the sole discretion of the Management to any of our client to do work pertaining to or incidental to the clients business.
- 4) Details of your salary breakup with components are attached herewith.
- 5) You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your Basic salary.
- 6) You will be entitled to all other statutory benefits whatsoever applicable during the fixed period of contract.

7) This contract shall be terminable by either party by giving One Month notice in writing or Salary in lieu of notice.

8) You will be required to work at our client' s office/premises at any of their locations w.e.f

**22-02-2024**

9) During the tenure of the deputation, you will continue to be an employee of TIRUMALA INDUSTRIAL & ALLIED SERVICE PVT LTD.

10) In the day to day functioning or carrying of the responsibilities, you will receive instructions from the Client and will undertake to abide by any suggestions, etc. given by assigned person(s).

11) You shall have to undergo training that may be offered to you by the client.

12) You shall be bound to follow the working hours as specified by our Client.

13) You shall not disclose confidential information/trade secrets, etc. that you may come across in the course of your tenure with the Client, to anyone and use such information only in connection with the service provided to the client.

14) You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement is purely a Contractual Agreement between TIRUMALA INDUSTRIAL & ALLIED SERVICE PVT LTD and the Client for the time specified.

15) You shall not engage in any act subversive of discipline in the course of your engagements in the property of the Client or outside, and if you were found indulging in ~~such act/s, we reserve the right to initiate disciplinary action as may be deemed fit,~~ against you.

16) You shall be responsible for protecting the property of the client, entrusted to you while discharging of your duties and shall indemnify the client when there is a loss of any kind to the said property.

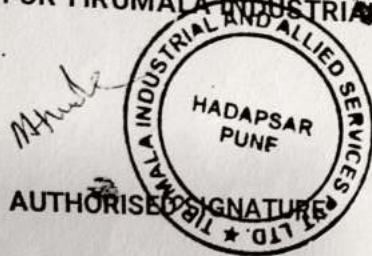
17) We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the TIRUMALA INDUSTRIAL & ALLIED SERVICE PVT LTD. We would like you to contribute whole-heartedly in this process.

18) Before leaving the job you are required to complete the exit formalities & notice period is One Month

19) As a token of you acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,

FOR TIRUMALA INDUSTRIAL & ALLIED SERVICE PVT LTD



### DETAIL OF SALARY STRUCTURE

NAME: MS. Arati Sanjay Gaikwad	
DESIGNATION	Incoming Quality Inspection
Particulars	Rupees
<b>EARNINGS :</b>	
Basic	5300.00
DA	7376.00
HRA	5070.00
<b>GROSS SALARY</b>	<b>17746.00</b>

<b>DEDUCTIONS :</b>	
Provident Fund (Employee' s Contribution)	-1521.00
E.S.I.	134.00
Professional Tax	200.00
<b>TAKE HOME SALARY</b>	<b>15891.00</b>







AGCE TPO &lt;tpo@agce.edu.in&gt;

---

## Selection Status

---

**Sonali Atale** <hr@mechanite.com>

Sat, Jul 6, 2024 at 11:21 AM

To: AGCE TPO <tpo@agce.edu.in>

Cc: Sumedh Petkar <sumedhp@mechanite.com>

Hello Sir,

I am thankful to be invited to your college for pool campus drive placement. I am writing to inform you that the selection process for the campus placement drive has been completed, and the selected candidate name is Mr. Hasan Allauddin Shaikh for the position of Design Engineer at Mechanite Engineering Solutions. Hasan salary will be Rs. 12000 /- per month & working hours will be from 9 am to 5:30 pm with weekly off on Tuesday.

He will start work on 10.07.2024 at 9:00 AM. If this date is not acceptable, please contact me immediately.

Should you require any additional information or have any questions regarding the joining, please feel free to contact me.

Thank you for your cooperation and support in engaging with your students.

With Regards,

Sonali Atale

HR & Admin

Mechanite Engineering Solutions, Satara.

## P AND P FOOD MACHINES

Shed No.1- Sr No. 83/1/2/31 Shankarparvati Industrial Estate, Dangat Patil Nagar, NDA  
Road Shivane Pune 411023.

State Name: Maharashtra, Code 27, India

E-mail: [info@pandpfoodmachines.com](mailto:info@pandpfoodmachines.com), Mob. No. +91 8805813720.

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

---

04 May 2024

Pradip Patil

CEO

P and P Food Machines

### Subject: Appointment Letter

Dear Lakhann Kole,

We are pleased to appoint you as our Junior Trainee Engineer in a purchase department. Your responsibility will be to procure the material as require.

Your monthly starting salary for this position is 12,000/- INR, to be paid on a monthly basis by direct deposit or check. Your office time will be 9am to 5.30pm, 30min lunch time, Sunday holiday.

Your employment with P AND P FOOD MACHINES will be on an at-will basis. This letter is not a contract or guarantee of employment for a definitive period of time.

We are excited to have you join our team! We Congratulate you on your appointment wish you a long and successful career with us.

Sincerely, Pradip Patil(CEO)



<b>Earnings</b>		<b>Amount</b>
Basic		12000
Payment Per Day		461.53
Present Days		23
Over Tim	46.7	2694.18
House Rent Allowance		0
Meal Allowance		0
<b>Total Earnings</b>		<b>14694.2</b>

<b>Deductions</b>		<b>Amount</b>
Total Advance		0
Let Mark	3	0
Holiday	4 full 1 half	1384.5
cutting by advance		0
<b>Total Deductions</b>		<b>1384.5</b>
Balance Advance		0
<b>Net Pay</b>		<b>13309.7</b>

# Huf India Private Limited

Your Preferred Partner for Car Access, Security and Immobilization - CASIM



Huf India Pvt. Ltd. Gal.No. 304, Nandharwad, Tal. Khed, Dist. Pune - 410 301, India.

Mr. Kiran Suresh Bote,  
Shree Tuljabhavani CO-OP Housing Society  
Flat No-B-102, Sr no.97/1A/1A/31,  
S B Patil School Road,  
Mhaske Vasti, Ravet.  
Tal-Haveli, Dist.-Pune, 412101

Tel:  
+91-02135-674100  
Fax:  
+91-02135-674142  
e-mail: corpsec@hufindia@huf-group.com  
Website: www.huf-group.com

Ref:  
Date:

20.03.2018

**Subject: - Letter of intent for employment.**

Dear Mr. Bote,

This refers to your application for the position of "Engineer – CAE" for our Pune plant and our subsequent discussions with you in last weeks.

We are pleased to offer you the position of "Engineer – CF PD CAE Simulation" with us as per the terms and conditions mutually agreed during the course of interview. As discussed, you are advised to report on or before 22<sup>nd</sup> May, 2018.

An employment contract mentioning detailed terms and conditions of employment will be mutually signed off during your joining with us.


Kindly acknowledge receipt of this letter as a token of acceptance of this offer.

With Best Wishes,

Yours sincerely,

For Huf India Private Limited



  
Yogesh Ghawate  
Assistant Manager-SHR-PN

# JACOBS

Jacobs Engineering India Private Limited

Jacobs House, Ramkrishna Mandir Road,  
Kondivita, Andheri (E), Mumbai - 400 059 India  
Tel.: 0091-22-2681 2000 Fax: 0091-22-2820 8295

REF : HR:SM:db:6207

DATE : 10 July 2019

**Mr. Mangesh S Nimbalkar.**  
2/18, Ram kishor Chawl,  
J.V.L.R., Jogeshwari (East),  
Mumbai - 400 060,  
Maharashtra.

Dear Mangesh,

Further to the discussion you had with us, we are pleased to offer you a permanent position as **Senior Designer (S4)** in our organization with a basic salary of INR 31,633/- per month plus admissible allowances. Compensation details are mentioned in Annexure 1 (Page 2).

Your formal appointment letter will be issued to you within a week of your joining. Please let us know your exact date of joining.

Kindly bring along with you the following documents

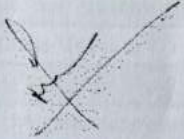
- Original and a set of photo copies of educational, and experience certificates for our verification.
- Relieving letter of immediate employer along with latest salary slip is mandatory.
- Please also bring 1 passport size photograph.

This offer is valid subject to medical fitness and background verification clearance.

The Company fully reserves the right to terminate your services in future if the information/ documents provided by you are found to be discrepant.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Yours faithfully,  
For Jacobs Engineering India Private Limited

  
**Sindhu Madhavan**  
Talent Acquisition Manager, India

I Accept

Signature : \_\_\_\_\_  
Date of Joining : \_\_\_\_\_

A group company of "Jacobs Engineering Group Inc."

Registered Office: Jacobs Engineering India Private Limited, Jacobs House, Ramkrishna Mandir Road, Kondivita, Andheri (E), Mumbai-400 059, India

0091-22-2681 2000 Fax: 0091-22-2820 8295

# JACOBS

Jacobs Engineering India Private Limited

Jacobs House, Ramkrishna Mandir Road,  
Kondivita, Andheri (E), Mumbai - 400 059 India  
Tel.: 0091-22-2681 2000 Fax: 0091-22-2820 8295

## Annexure : Salary and Allowances

Benefits	
Insurance	3 lacs (Self, Spouse & 2 kids upto age of 25 yrs.)
Office timings	8.30 am to 5.00 pm (Mon to Fri), Sat/Sun weekly off
Overtime	As per Company rules
Transportation	As per Company rules
Leave	21 days (Paid Leave), 10 days (Casual Leave)
	10 days (Public Holiday), 7 days (Sick Leave)
Jacobs Permanent Compensation	
Name	Mangesh Nimbalkar
Designation	Designer
Grade	S4
Heads of Payment	
Amount	
Basic	23,781
House Rent Allowance	11,891
Education Allowance	300
Leave Travel Assistance <sup>1</sup>	1,982
Management Allowance	37,317
<b>Base Pay (Monthly)</b>	<b>75,271</b>
<b>Base Pay (Annual) - A</b>	<b>903,246</b>
Provident Fund	2,854
Gratuity <sup>2</sup>	1144
<b>Retiral Benefits (Monthly)</b>	<b>3,998</b>
<b>Retiral Benefits (Annual) - B</b>	<b>47,976</b>
<b>Total Fixed Pay (Annual) - C (A+B)</b>	<b>951,222</b>
Ex Gratia <sup>3</sup> (Annual) - D	23,781
<b>Total Target Fixed Pay (Annual) - E (C+D)</b>	<b>975,003</b>

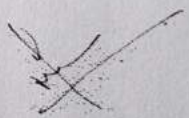
(1) LTA is paid out on annual basis

(2) Gratuity will be paid as per the Gratuity act

(3) Ex-Gratia is at the discretion of management, based on performance of the Company & Employee.

Those who are on payroll & not serving notice period at the time of disbursement will be entitled for ex-gratia.

Jacobs Engineering India Private Limited  
for

  
Sindhu Madhavan  
Talent Acquisition Manager, India

A group company of "Jacobs Engineering Group Inc."

Registered Office: Jacobs Engineering India Private Limited, Jacobs House, Ramkrishna Mandir Road, Kondivita, Andheri (E), Mumbai 400 059, India  
CIN: U74210MH1969PT1C014488 Telephone: 0091 - 22 - 2681 2000 Fax: 0081 - 22 - 26208295. Website: www.jacobs.com



BHARAT PETROLEUM CORPORATION LTD

HR-ER(MR)CM.2015

21<sup>st</sup> January 2016

Shri. Prathamesh Prabhakar Rane  
 D/003, Manali Complex,  
 Mashachapada Rd,  
 Kashigaon, Kashmirira,  
 Dist - Thane  
 Mira Road, (E) - 401107  
 Maharashtra

Dear Sir

**OFFER OF EMPLOYMENT**

This is further to the interview and subsequent medical examination you had with us

We are pleased to offer you employment as "CRAFTSMAN" in GR. '7' on a minimum basic pay of ₹ 13,800/- In addition, you will be entitled to other benefits & allowances as applicable to Grade '7' Craftsman You will be on probation for a period of six months from the date of joining

This offer of employment is subject to your obtaining an unconditional release order from your employer if employed currently which should be submitted at the time of your joining

If the offer is acceptable to you, you are requested to join us on 1<sup>st</sup> February 2016 Please bring along with you the following

- Recent colour photographs - Passport size [4 nos] and Stamp size [2 nos]
- Original testimonials with regard to educational qualifications. School Leaving Certificate. Caste Certificate, if belonging to SC/ST Non-Creamy layer certificate, if belonging to OBC
- PAN Card Adhar Card
- Bank Details for Salary Transfer through NEFT (i.e. IFSC Code, MICR code, Name of bank, Address of Bank, SB Account No and Cancelled Cheque Leaf)


Please sign the enclosed copy of this offer letter and handover the same to us as a token of your acceptance of this offer

All future correspondence on the subject may please be addressed to -

Shri. Nalin E J Sen  
 Dy. Manager (ER) - MR  
 e-mail: [nalin.sen@bharatpetroleum.in](mailto:nalin.sen@bharatpetroleum.in)  
 Tel No. 022-2552 4379 / (M) 09769114286

Thanking you

Yours faithfully  
 For BHARAT PETROLEUM CORPORATION LTD.

  
 MV SHETTY  
 CHIEF MANAGER (ER)

KGEP/HR/AptLtr/384

4<sup>th</sup> March 2024

**PRIVATE & CONFIDENTIAL**

**APPOINTMENT LETTER**

Dear Girish,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **"Manager"** Grade 9 in **R&D** Department at **Pune** Location w.e.f. **4<sup>th</sup> March 2024**.

This Appointment Letter ("**Agreement**"), the words **"you"**, **"your"** "**yourself**" refers to Mr. Girish Bhagwat and the words **"Company"** refers to Kinetic Green Energy and Power Solutions Limited.

In consideration of your employment with the Company, you will be paid remuneration as mentioned in **Annexure - 1**.

You will also be eligible for Provident Fund, Gratuity and insurance cover as per statutory regulations and/or Company policies.

The Company's employment conditions and Code of Conduct are as explained in **Annexure -2**, which will form an integral part of this Appointment Letter.

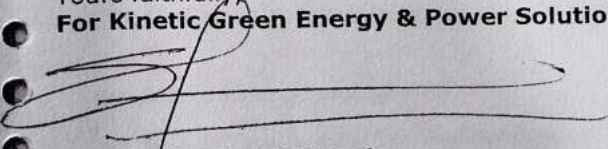
Kindly sign the duplicate copy of this letter as a token of acceptance and return the same to us.

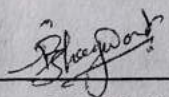
You will be required to handover to HR at the time of joining itself the following documents -

- (1) Your medical fitness certificate from any doctor with qualification of MBBS;
- (2) Your service/ relieving letter or certificate from your last employer;
- (3) Your proof of age, qualification, work experience and last drawn remuneration & residential address/identity
- (4) Your recent passport size 5 color photos; and also
- (5) Your PF/FPF & ESIC No., if any.

We welcome you to our family and look forward to a long and mutually rewarding journey together!

Thanking You,  
Yours faithfully,  
**For Kinetic Green Energy & Power Solutions Ltd**

  
**Sulajja Firodia Motwani**  
**Founder & CEO**

Sign  Name Girish P. Bhagwat

Date 04/03/24



# PHILIPS

7

10 Nov 2021

**Mr. Keshav Pawar (Keshav Keshav)**

At:- Daruj, Post :- pedgoan, Tal:- Khatav, Dist:- Satara

At:- Daruj, Post :- pedgoan, Tal:- Khatav, Dist:- Satara

Vaduj,

Maharashtra 415505

Dear Keshav,

Subject: Apprentice Training

With reference to your application for Apprenticeship Training and subsequent tests and interview you had with us, we are pleased to engage you as an "Diploma Apprentice Trainee" in our organisation on the following terms and conditions:

- Your training will commence on 08 December 2021 and will complete on 08 December 2022.

You shall report for training directly at our office, the address of which is as follows:

Philips Global Business Services LLP

Philips India Ltd., Plot B-79, MIDC Industrial area, Chakan Ph-2, Vill Sawardari

- During your Apprenticeship your stipend will be Rs. 18,000 per month.
- Please note you will be provided with subsidized transportation & canteen facility.
- You will abide and be governed by Apprentices Act, 1961 and Rules there under.
- Please bring along with you the following documents for our Verification

- a. Proof of age (SSLC/HSC or equivalent certificate)
  - b. Photocopies of your certificates relating to your education, experience & salary
- Five passport size photographs.

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

**Philips Global Business Services LLP**

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghare, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata - 700156  
West Bengal, India  
LLPIN: AAH-2565

9

# PHILIPS

- You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.
- You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
- During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safe guard expressly the interest of \_\_\_\_\_.
- You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
- This training offer is being issued to you on the understanding that all the information furnished by you both at the time of interview as well as in your application are complete and correct. If, however, the company comes to know during your stay with us that you have intentionally withheld certain information or that the information provided by you are false and/ or not correct or incomplete, the company reserves the right to discharge terminate your Apprenticeship training without notice or compensation.
- If at any time in our opinion, which is final in this matter, you are found guilty of dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental to our interest or of violate of one or more terms of this letter, your services may be terminate without notice.
- The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation and provocative behaviour involving in any act of moral turpitude.
- The company is entitled to terminate your Apprenticeship without assigning any reason whatsoever, by providing 30 days notice.
- Upon termination of your apprenticeship, due to any reason whatsoever, you will immediately return to the company all confidential and proprietary information and property of Philips in your possession including but not limited to papers, documents, properties/assets, ID card, Credit Card, Laptop with charger, hard drives, non-fulfilled customer orders/services, if any etc. which may at that time be in your possession relating to the business or affairs of the company.
- You will abide by the rules and regulations of the company, which are in force from time to time and the General Business Principles of the company. On joining, you shall comply with Philips General Business Principles available at [www.phillips.com](http://www.phillips.com), as updated from time to time.

## Philips Global Business Services LLP

Unit No.102 (Part), situated on the 1st floor of North Block of the building known as ICC-Devil Gaurav, Technology Park  
Old Mumbai-Pune Road, Pimpri-Waghare, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata - 700156  
West Bengal, India  
LLPIN: AAH-2565

# PHILIPS

- In the event of any dispute regarding the terms and conditions with reference to this Apprentice Training, the same will be subject to the exclusive jurisdiction of the courts of Gurgaon, Haryana.

Received copy, understood contents of Srs.1 to 26 of "Terms & conditions" and agree to abide the same.

{{Sig\_es\_:signer2:signature}} {{userstamp2\_es\_:signer2:stamp}}  
{{N\_es\_:signer2:fullname}}



K

Philips Global Business Services LLP

Unit No.102 (Part), situate on the 1st floor of North Block of the building known as ICC-Devi Gaurav, Technology Park Old Mumbai-Pune Road, Pimpri-Waghare, Pimpri, Pune 411018

Registered Office:  
3rd Floor, Tower A, DLF IT Park,  
08 Block AF, Major Arterial Road,  
New Town (Rajarhat), Kolkata - 700156  
West Bengal, India  
LLPIN: AAH-2565

# MH & SONS PVT. LTD

## OFFER LETTER

MH & SONS PVT LTD  
282/B PANMALEWADI  
SATARA , MAHARASHTRA  
01.04.24

Dear Sahil Shikalgar,

We are pleased to offer you the opportunity to join our team as an intern for the Supervisor position at MH & SONS. Your enthusiasm and potential align well with our internship program's objectives.

Appointment Details:- Internship Title: Supervisor  
- Department: Management  
- Start Date: 05.04.24  
- Duration: 6 months

Please signify your acceptance of this internship appointment by signing and returning a copy of this letter by 04.5.24. If you have any questions or require further information, please reach out to Mr. Khalid Bagwan at [khalidbagwan143@gmail.com](mailto:khalidbagwan143@gmail.com)

We look forward to your contribution and learning during the internship.

Best Regards,

Mr. Santosh Jadhav  
Head Manager

  
MH & Sons Cold Storage Pvt. Ltd.  
282/1, At Panmalewadi, Post Warye  
Tal & Dist. Satara



MAGNUM FORGE AND MACHINE WORKS  
www.womusa.com

B/6, Nirant Condominium • Kothari Blocks, Opp. Kale Clinic • Bibvewadi, Pune - 411037  
Tel: 020 - 24217010/8010 • Fax: 020 - 24214010

MFMW/HR/IR/2023

07/07/2023

To,

Mr. Nikhil khalade

### Sub: Offer Letter

With reference to your application and subsequent interview with us, we would like to offer you the post of "**Engineer – Maintenance**" in our organization.

Your annual CTC will be Rs.6,47,587 /- (Six Lacs Forty-Seven Thousand & Five Hundred and Eighty-Seven Rupees Only) as per **Annexure (I)** and breakup of the salary is appended in annexure (I).

You are requested to join us on or before 10<sup>th</sup> Aug 2023. A detailed appointment letter will be issued to you at the time of joining.

The terms and conditions of employment shall be as discussed, understood and mutually accepted at the time of interview. Please bring your three photographs & copies of your testimonials at the time of joining. Please sign the acknowledgement copy as a token of your acceptance of all above terms.

Thanking you,

Yours Faithfully,

For Magnum Forge & Machine Works Pvt Ltd.,

Shivaji Choundkar

AGM- Human Resource, IR & Administration

Encl: - 1. Annexure (I) – Salary Structure



MAGNUM FORGE AND MACHINE WORKS PVT. LTD.  
www.womusa.com

CIN No.: U27101PN1993PTC071950 • GST No.: 27AABCM2183Q1Z0  
B/6, Nirant Condominium • Kothari Blocks, Opp. Kale Clinic • Bibwewadi, Pune - 411037  
Tel: 020 - 24217010/8010 • Fax: 020 - 24214010

To,

11.08.2023

Mr. Nikhil Shantaram Khalade  
Opp. Mohini Medical main road,  
A/P Saswad, Tal-Purandar,  
Dist Pune - 412301

Dear Mr. Khalade,

Congratulations!!!

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "**Engineer**" in the Maintenance Department in **Grade S-2** on the following terms and conditions.

Your terms of employment will be effective from **11.08.2023** and shall continue to be in force unless otherwise terminated.

**1. Reporting Structure:**

You will report to **Mr. Dinesh Kashetty**

**2. Working Hours**

Normal working hours will be as per company policy from time to time. If you are put in shift, your working hours will be as per the shift schedule as per company policy from time to time.

**3. Leaves**

You are required to follow leave policy as mandated from time to time in due consultation with your immediate superior.

**4. Gross Monthly Remuneration (Refer to Annexure - I)**

You will be entitled to a gross monthly remuneration of **Rs. 47,292/-**, (Forty-Seven Thousand Two Hundred and Ninety-Two Rupees Only). You are confirming that you are not bound by any court order, litigation, agreement, arrangement, or undertaking which in any way restricts or prohibits you from entering into this Agreement.

Salary Head	Amount (Rs.)
Basic	22700
House Rent Allowance	9080
Education Allowance	6810
Conveyance Allowance	6810
Medical Allowance	1892
<b>Total Gross</b>	<b>47,292</b>

Personal and Confidential

June 05, 2023

To,  
Prajakta Vishwajit Khamkar  
Pune.

Subject: Letter of Appointment

Dear Prajakta Vishwajit Khamkar

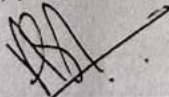
This has reference to your application and duly accepted offer letter with us. It is pleasure in appointing you as "Design Engineer" with effective from June 05, 2023. You will be based in Pune.

- 1 Your services with the company have started effective from June 05, 2023 and you shall be bound by all terms mentioned in the offer letter and all employment, business and general polices of the company.
2. Your offer letter dated May 15, 2023 is an integral part of this appointment letter and your employment contract with the company.
3. Your appointment is conditioned upon non-participation in any kind of employee trade union (internal or external), employee society or any other means of association formation, collective bargain, etc.

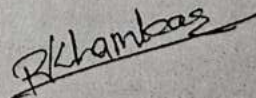
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

We welcome you to Forms+Surfaces family and wish you a very rewarding, successful, fun filled and long-standing career with us. We assure you of our support for your professional development and growth.

Very truly yours,

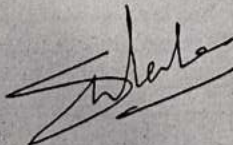


Ashish Maheshwari  
Managing Director



Name & Signature of Employee

Verified By-  
Sagar Arbole



Prepared By-  
Naveen Kumar



**FORMS + SURFACES®**



**Prajakta Khamkar**

Employee Code : 200362

Blood Group : B+ve

**FORMS AND SURFACES INDIA PVT. LTD.**

Suzlon One Earth Campus, Sun Lounge, Third Floor,  
Left Wing, Hadapsar, Pune - 411 028.

[www.forms-surfaces.co.in](http://www.forms-surfaces.co.in)



Ref. EGEARZ PVT LTD/I/2024 – 25/06/2024

Mr. Rohit Vinod Gade,

**Subject:** Training

Dear Mr. Rohit,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the facility of training in our company (at Shirwal) on the following terms and conditions w.e.f. 01.07.2024

**TITLE:** National Apprenticeship Promotion Scheme  
(UNDER THE APPRENTICES ACT,1961)

**PERIOD OF TRAINING:** ONE YEAR (from 1st – July 2024 to 30th – June 2025)

**STIPEND:** Rs. 2,00,928/- per annum (Rs. 16,744/- per month) You will not be entitled to any of the perquisites as available or applicable to our employees.

**TRAINING IN-CHARGE:** Concern Dept. HOD Or whomsoever he/she designates.

**TERMINATION OF TRAINING:** The training will automatically come to an end on 30th – June 2025 unless extended by the Management. The training can be terminated even during the training period, as per rules applicable to your category of trainees.

**MEDICAL FITNESS:** The training and its continuance are subject to your being found and remaining medically fit by the Company's Medical Officer, both physically and mentally.

**SECRECY:** You will not disclose, either by word or writing any particulars or details of manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters pertaining to the Company which may be your personal privilege to know by the virtue of your being trained by the company.

You are requested to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.

- Copies of your education certificates
- 3 I card size photographs
- Copy of your address proof
- Joining Report duly submitted through your Reporting Authority.

We hope your relationship with us will be mutually beneficial, pleasant, and fulfilling.

Please sign the copy of this letter signifying your acceptance to the above contents.

Thanking you,

For Egearz Pvt Ltd, Shindewadi



**Yogesh Sonawane**  
**Human Resources**  
**Mob No-9922558774**



# ABHI-TECH FAB & MACHINING PVT. LTD.

All Type of Heavy Fabrication & Machining Solutions

Office: Plot No. PAP W-62/1, Chakan MIDC, Phase-II, Village Warale, Pune-410501

Email: abhi@abhitechgroup.com/abhi.hitech@hotmail.com

Cell: +91 95451 47000 / CIN: U28910PN2015PTC153972

HR/ABHITECH/2023

Date: 24<sup>th</sup> Jul 2023

To,

Mr Sumit Dnyaneshwar Bhoite  
Sambhaji Nagar, Satara 415 004  
PCNTDA, Pune 411026  
Pune

## SUB: OFFER FOR EMPLOYMENT

Dear Sumit,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Project Engineer** with our organization at Pune, an **Annual Income plus other statutory benefits discussed during the Interview are applicable to you.**

The terms and conditions agreed during the discussions you had with us which are as follows:

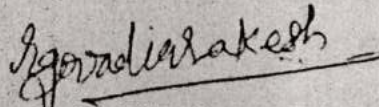
- 1) You will be on probation for a period of **SIX** months.
- 2) As indicated, you will join us on or before **01<sup>st</sup> Aug 2023** (However you are advised to join us at the earliest), failing which, the Company will be at liberty to withdraw this offer. A detailed letter of appointment will be issued to you after joining.
- 3) You will be paid emoluments as per the discussions you had with us at the time of interview.
- 4) You are requested to bring along with you following documents at the time of joining:
  - a) Proof of age (Aadhar Card and PAN Card)
  - b) Certificates indicating educational qualifications
  - c) Four Passport Size photographs
  - d) Fitness Certificate from doctor.

This Offer of Employment is subject to receipt of satisfactory references.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this letter and return the same to us.

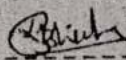
Yours faithfully,

For ABHITECH Fab & Machining Pvt Ltd.

  
Authorized Signatory

Accepted and Acknowledged

Signature



Name : Sumit Bhoite



ABHI-TECH FAB & MACHINING  
PVT. LTD.



## SUMIT BHOITE PROJECTS

Date of Birth : 12.07.1998  
Blood Group : O+  
Mobile No. : 9552404442  
Home Mob. No. : 9922682423

Add. Unit-I: Plot No. PAP-62/1, MIDC Chakan, Phase-II  
Varal Village, Chakan, Pune 410 501.

Add. Unit-II: PAP W40, Chakan Industrial Phase II,  
Varale, Chakan, Pune 410501.

258  
CN092332138

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : YASHASWI ACADEMY FOR SKILLS (E07192700003)  
with Telephone no. & E-mail address : YASHASWI HOUSE, LANE No 15, PRABHAT ROAD,  
PUNE Pune, Maharashtra  
: 020-67492727  
: N/A
2. (a) Name of Apprentice (Block Letters) : AISHWARYA SHARAD PANVELKAR (A092395451)  
(b) Father's/Mother's /Spouse's Name : Sharad Panvelkar
3. Address of apprentice : null, null, Kalambe, null, Maharashtra,  
: Satara, 415514, null,  
: Satara, Maharashtra
4. Gender : Female
5. Date of Birth : 22-07-2003
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : Graduate Pursuing - B.tech
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Assembly Line Operator
9. Apprenticeship Training duration (Total) : 360 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 13-09-2023 to 06-09-2024
10. Apprenticeship Training Location : Dana India - Chakan  
(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 : YASHASWI ACADEMY FOR SKILLS  
Dana India - Chakan  
Pune  
Maharashtra
11. (a) Date of execution of contract : 12-09-2023  
(b) Age of Apprentice on the date of execution of contract : 20 years, 1 months and 21 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

15

KSB-HRD/2023/2907677  
July 03, 2023

Mr. Swapnil Kate  
Ticket No. - 2907677  
Associate - Machine Shop  
Kesurdi (Shirwal) works

Through : Department Head *(Signature)*  
4/07/23

Dear Sir,

Confirmation

We refer to our Letter of Appointment No. KSB-HRD/102/2019 dated October 01, 2022 Management is pleased to inform you that you have now completed the requisite probation and the extension period satisfactorily and you are confirmed in the services of the Company with effect from July 01, 2023.

The other terms and conditions of your employment as mentioned in your Letter of Appointment remains unchanged.

Please return a copy thereof duly signed as a token of your acceptance of the terms and conditions embodied herein.

Thanking you,

Yours Sincerely,  
for KSB LIMITED

*(Signature)*

Sudhir Aphale  
General Manager - HR & OD

*\*This is a digitally signed and computer-generated document.*

20  
KSB



**Swapnil Dattatray Kate**

**Emp. No. : 2907677**

**Division : EPD**

**Blood Group : AB+**

*Swapnil*

**Authorised Signatory**

---

**KSB Limited**

**Plot No.A1 Khandala MIDC,Phase-II,  
Village-Kesurdi,Tal Khandala,  
Dist Satara,Maharashtra-412802**



AURA LASERFAB PVT. LTD.

Gat No 1021, Village Shirwal,  
Pune - Bangalore Highway, Tal. Khandala  
Dist. Satara, Pin - 412801  
Phone : +91 85307 02954  
E mail : sales@auralaser.in, accounts@auralaser.in  
Website : www.auralaser.in  
CIN No.: U29299PN2006PTC128520

**Mr. Ketan Mohan Shinde**  
At-Revalkawadi, Post- Visapur  
Tal-Khatav, Dist- Satara-415502

Ref:-AL/HR/213/22  
Date: 01.07.2023

Subject: Confirmation letter

Dear Mr. **Ketan**,

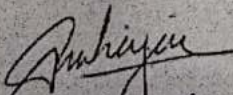
Consequent to the review of your performance during 13.07.2022 to 12.07.2023 during your probation period, we have the pleasure in informing you that, your service are being confirmed as "**Jr. Supervisor**" w.e.f. 01.07 2023. as per following terms and conditions.

- 1 Your gross salary will be **304810.00 P.A** (Cost to Company)
- 2 You are informed to keep utmost secrecy regarding technical, commercial, procedural matter which you may come across during your service period and after leaving the service with us. Any divulgence will be strictly dealt with.
- 3 Your services are liable to transfer from one department to another from one place to another or from office to factory and vice versa to any of the branches, group companies, and ancillary unit etc. in India, without any change in terms and conditions of your service.
- 4 You will abide by the Rules and Regulations of employment as per the Annexure enclosed herewith.

We look forward towards to your valuable contributions and wish you all the very best for a rewarding career with the organization.

You're faithfully,

For Aura Laserfab Pvt Ltd,

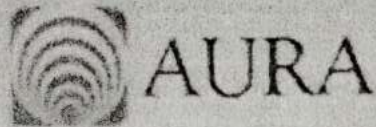
  
A.U. Mahajani

(CEO)

Accepted

Mr. Ketan Mohan Shinde

# AURA LASERFAB PVT. LTD.



Gat No 1021, Village Shirwal,  
Pune - Bangalore Highway, Tal. Khandala  
Dist. Satara, Pin - 412801  
Phone : +91 85307 02954  
Website : [www.auralaser.in](http://www.auralaser.in)



**Ketan Mohan Shinde**  
**8208104669**


**EMP ID** :- 213  
**Department** :- Quality  
**DOB** :- 27-09-1997

Address - At-Revalkarwadi, Post-Visapur,  
Tal-Khatav, Dist-Satara - 415502.




**SPEC**<sup>TM</sup>  
Technical Services Pvt. Ltd.

Parshwajyot CHS. Unit No. 1 & 2,  
New Panvel (E.) - Navi Mumbai.  
Contact No.:- 7021493867



**Arjun Gandhale**  
Employee No. : SEC0369  
Blood Group : B+





**TOP GEAR**  
TRANSMISSIONS

LETTER NO :TGT/HR&A/2021-2022/54

DATE :01/09/2021

TO,

Mr. ATTAR FAIZAN JAVEED

SAKAL ROZA Near bus stand Bijapur

SUB: APPOINTMENT LETTER

Congratulations! We are pleased to appoint you for the post PURCHASE ASSISTANT in our organization. TOP GEAR TRANSMISSIONS Group welcomes you to join our team business group & expect to grow together. The terms & condition of your Appointment shall be as below:-

Your appointment shall be effective from "01/09/2021" for the post "PURCHASE ASSISTANT". You will report to Supervisor/HOD.

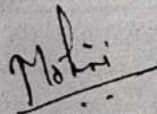
1. Duty Hours: - Your duty hours will be as instructed by the organization, which may be laid down from time to time.
2. Salary: - You will be paid the salary of Rs.10000/- Per month. In Words Ten Thousand Rupees Only(Gross). As per "Annexure I". Your next appraisal will be on 01/09/2022
3. Bonus: - Bonus will be paid as per rules & Regulations laid by The Payment of Bonus Act.
4. Leave: - During the Probation Period, you will not be entitled for any paid leaves. All the facilities like leaves, increment will be applicable as per the rules and regulations of the Company.
5. Probation Period: - You will be on probation for a period of 6 Months from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.
6. Notice Period: - In case you prefer to resign from the services of the Company, it will be at the sole discretion of the Management to relieve you immediately or not. Your resignation will become effective and final upon acceptance by the Management not withstanding that the communication of the acceptance of resignation has reached you or not. After the given written resignation you have to complete 90 Days notice period.

7. You will be a whole time employee of the company and will not take up any work giving you any monetary benefits.
8. Service: - Your services can be transferred to any place in India or to any of our associate concerns temporarily or permanently according to the necessities of the work at the discretion of the Management.
9. Retirement: - You shall retire from the services of the company on attaining the age of 58 years on the basis of the age submitted by you, subject to your being medically and mentally fit.
10. You will be governed by the standing orders applicable to the category of employees and other place of operation of the company.
11. You are request to communicate to the company your latest mailing address from time to time, filing which the last known address on company's record will be taken as current address for all communication to you.
12. Behavior & Conduct:- That your annual increments will be based upon your all round performance during the year, based upon your professional efficiency, profitability of the establishment, your integrity, costeffectiveness, discipline, punctuality, personal grooming, guest handling, staff handling etc. However, in case of your poor performance the annual increment can be withheld also at the sole discretion of the Management. Increments are neither automatic nor a right.
13. Separation :- On Your Separation from the employment of the company for what so ever reason you shall hand over all documents / drawings plans / equipments / files / tools /correspondence etc. and or assets belonging to the company and obtain a no dues certificates from him of clean and complete handover of the financial dues etc. till your obtaining of said certificate.
14. Full and Final: - All salary details will only be entertained after handing over of company property, in absence of which exit salary will not be processed. Salary for the Last month of working will be kept on hold till all the calculations of dues from and towards the employee are completed. After all the due and tax proof submissions are made by the employee, full and final payment will be released to the employee within forty five(45) days of relieving.
15. You are required to deal with the Company's money, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.
16. If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof.

17. Your services shall be governed by the rules and regulations of the company in force at present and / or amend / enact from time to time. You are informed that you have obliged with conditions of service bond which are signed by you during joining
18. At the time of joining you should provide medical fitness certificate from doctor (Minimum Qualification M.B.B.S)
19. You shall produce the following documents in the original and shall submit the attested Photo copies of the same to the company at the time of joining.
- \* Proof of Educational and Professional Qualification. (10th to Post Graduation)
  - \* Date of Birth Certificate.
  - \* Previous Experience Certificate.
  - \* Photo copies of Ration Card/ Pan Card/ Passport/ Voter ID/ Adhar card/ and Driving License.
  - \* Four Passport size Photographs.
  - \* Bank of Maharashtra Passbook Photo Copy.

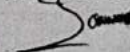
The letter of appointment is delivered to you in duplicate, it assuming that the above terms and conditions of employment acceptable to you, and you are advised to return the duplicate copy duly signed in token of your acceptance.

For, TOP GEAR TRANSMISSIONS



Manager- HR & Admin

Top Gear Transmissions



Authorised ~~Signature~~ **Shrikant Pawar**  
Chairman & Managing Director



03/08/22

प्रति,  
NAME:ATTAR FAIZAN JAVEED  
EMP REG NO:120331

विषय:- पगारवाढ पत्र

आपणस कळवण्यास आनंद होत आहे की आपल्या वार्षिक कामगिरी आढावा 2021-2022; नुसार आपली वार्षिक पगारवाढ दि 1/8/2022 पासून पॅरिसेप्ट प्रमाणे सुधारित करण्यात आली आहे. वरील पगारवाढ ही आपल्या माहे AUG/2022 च्या मासिक पगारात जमा केली जाईल कंपनीतील आपल्या योगदानाबद्दल व्यवस्थापन आपले आभारी असून असेच चांगल्या प्रकारचे योगदान आपल्या कामगिरीतून भविष्यात मिळाले हि अपेक्षा आपल्या पगारवाडीतील बदल खालीलप्रमाणे

### ANNEXURE I

### ATTAR FAIZAN JAVEED

SALARY PARTICULARS	PREVIOUS	DIFF.	REVISED
<b>FROM DATES:</b>	1/9/2021		1/8/2022
BASIC SALARY + DA	4000.00	0.00	4000.00
OTHER ALLOWANCE	4600.00	5000.00	9600.00
CONVEYANCE	400.00	0.00	400.00
HRA	400.00	0.00	400.00
OTHER ADDITION	0.00	0.00	0.00
MEDICAL ALLOWANCE	400.00	0.00	400.00
EDUCATIONAL ALLOWANCE	200.00	0.00	200.00
PETROL AND MOBILE ALLOWANCE	0.00	0.00	0.00
<b>GROSS TOTAL</b>	<b>10000.00</b>	<b>5000.00</b>	<b>15000.00</b>
PROFESSIONAL TAX	175.00	25.00	200.00
ESIC	75.00	37.00	112.00
PROVIDENT FUND	480.00	0.00	480.00
LWF	0.00	0.00	0.00
ADVANCE	0.00	0.00	0.00
RECREATION	0.00	0.00	0.00
OTHER DEDUCTION	50.00	0.00	50.00
	0.00	0.00	0.00
<b>DEDUCTION TOTAL</b>	<b>780.00</b>	<b>62.00</b>	<b>842.00</b>
<b>NET TOTAL</b>	<b>9220.00</b>	<b>4938.00</b>	<b>14158.00</b>
EMPLOYER ESIC	325.00	163.00	488.00
EMPLOYER PF	520.00	0.00	520.00
BONUS	333.00	0.00	333.00
GRATUITY	192.00	0.00	192.00
<b>CTC</b>	<b>11370.00</b>	<b>5163.00</b>	<b>16533.00</b>
<b>CTC ANNUAL</b>	<b>136440.00</b>	<b>61956.00</b>	<b>198396.00</b>

कृपया सर्वोक्त नमून जरील पत्राची डुप्लीकेट कॉपीवर स्वाक्षरी करून सहकार्य करावे कळवावे

*Mohini*  
एच आर विभाग

*[Signature]*  
अधिकृत स्वाक्षरी



**FAIZAN ATTAR**

**PURCHASE / PURCHASE  
ASSISTANT**

**Emp No. / Reg No. : 1789 / 120331**

**Join Date : 1/9/2021**

**WORK LOCATION**

**TGTPLM70**

Issuing Authority

[www.topgeartransmission.com](http://www.topgeartransmission.com)



120331

Date of Birth : 28/5/1998

Contact No. : 9764284398

**TOP GEAR TRANSMISSIONS**

**M 70, ADDITIONAL M.I.D.C.,  
SATARA 415004. MAHARASHTRA  
INDIA PH. NO. 02162  
240462,240493**

**In Case this card is lost/found,  
kindly inform/return to the issued  
authority**

**[purchase@topgeartransmission.com](mailto:purchase@topgeartransmission.com)**

[www.topgeartransmission.com](http://www.topgeartransmission.com)

JAY MOTORS



SPORT  
UTILITY  
VEHICLES

mahindra

**CERTIFICATE OF EMPLOYMENT**

**To Whom It May Concern**

This is to certify that **Mr. JUNED JAMIR SHAIKH** is presently employed in Jay Motors, Satara from 01 November 2023 to till date, and holding a position as a **Service Technician**.

This certificate is issued upon the request of **Mr. JUNED JAMIR SHAIKH** for the education purpose only.

For Jay Motors



A-22, OLD M.I.D.C., SATARA - 415 004.  
Contact : 02162 - 245685 / 86 / 87  
e-mail : jaymotors.satara@gmail.com

[www.mahindra.com](http://www.mahindra.com)



# MAHARASHTRA SCOOTERS LTD.

Factory : C-1, MIDC Area, Satara - 415 004 (India)  
Phone : 02162 - 244668 (3 Lines) Fax : 02162 - 244428  
CIN-L35912MH1975PLC018376  
Website : www.mahascooters.com

MSL:Pers: 21

12 May 2022

Mr. Siddiqui Afrozalam Nooralam  
486, Guruwar peth, Near LBS College.  
**SATARA-415 002.**

Dear Sir,

**Sub: Appointment letter**

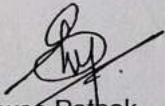
With reference to your interview, we are pleased to inform you that you are selected under Apprentices Act, 1973 as a "Diploma Apprentice Engineer" on following terms and conditions -

1. You will undergo training for a period of One year from 12<sup>th</sup> May, 2022.
2. During this period, you will be paid a stipend of Rs.10,000/- per month.
3. You will be governed by the Contract of Apprenticeship under the Apprenticeship Act, 1973 and Standing Orders of the Company in force from time to time. You will devote your full time and energy towards the successful completion of your training.
4. You will abide by the working hours, shifts, duty hours and rules and regulations as applicable to you. You will not, without the Company's written permission, carry on any other employment, training, business or profession with or without remuneration.
5. You will during the course of your training and thereafter, treat the knowledge and information acquired by you as confidential and shall not divulge the same in any manner.
6. During the period of training the company may terminate your training without any notice or compensation therefore, if it has sufficient reason to believe that you do not have sufficient interest in your training.
7. On successful completion of your training, you will be relieved by the company and there shall be no obligation whatsoever on the part of the company to absorb you in employment.

You should join our Company on 12<sup>th</sup> May, 2022 at 8.30 a.m. along with 4 copies of your recent Identity Card size / two Stamp size photos, two certified xerox copies of your School Leaving Certificate, SSC / HSC Certificate and Diploma/Degree Certificate / Mark-list/Caste Certificate, Pan Card, Aadhaar Card and Blood Group. You are requested to return one copy of this letter duly signed by you in token of your acceptance for the same.

**Please note that if you fail to report as advised, this appointment letter shall stand cancelled.**

Yours faithfully,  
For MAHARASHTRA SCOOTERS LTD.,

  
Shrinivas Pathak  
Chief Executive Officer

c.c.to: Accounts Dept.  
(Tool Room)

Regd. Office : C/o Bajaj Auto Limited, Mumbai-Pune Road, Akurdi, Pune 411 035 (India)  
Phone : 020 - 27475811-12-13 / 27472851. Fax : 020 - 27472764





## MAHARASHTRA SCOOTERS LTD.

Factory : C-1, MIDC Area, Satara - 415 004 (India)  
Phone : 02162 - 244668 (3 Lines) Fax : 02162 - 244428  
CIN-L35912MH1975PLC018376  
Website : www.mahascoters.com

MSL:Pers/ 125

6<sup>th</sup> May 2023

Name : Mr. Afrozalam Nooralam Siddiqui  
T.No. : 71767  
Desi. : Trainee Engineer  
Dept. : Tool Room.

### Sub.: Completion of training period.

With reference to the Appointment letter dated 9<sup>th</sup> May 2022, and the subsequent amendment made therein, you are hereby informed that after completion of the training period you will be relieved from the services of the Company from 11<sup>th</sup> May, 2023 after working hours.

You may collect your dues, if any, from Accounts Dept. on any working day after producing the necessary Clearance Certificate.

For MAHARASHTRA SCOOTERS LTD.

CHIEF EXECUTIVE OFFICER

c.c.to: Accounts Dept  
(Tool Room.)



**TEDRA**  
You Drive, We Park.

TEDRA AUTOMOTIVE SOLUTIONS PVT. LTD.

TEDRA/HR/2024-25  
July 02, 2024

Mr. Adnan F. Shaikh,  
Satara, Maharashtra.

## OFFER LETTER

Dear Mr. Adnan,

This is reference to your interview with us, we are happy to inform you that we are offering position of 'Trainee Engineer -Project' to you. You will be given a regular Letter of Appointment, at the time of your joining the duty with CTC Rs. 3,00,000/- per Annum (Rs. Two Lakh only). During your Probation period 7 days' notice period is applicable and after confirmation of service, either side may terminate the employment by giving One month notice in advance or one month pay-slip salary and allowances in lieu thereof.

Please inform us the date of your joining and bring the following documents at the time of your joining:

- (1) Final clearance from your last employer.
- (2) Your savings bank a/c no.
- (3) Colour photographs- 3 no's
- (4) Medical Fitness Certificate
- (5) Aadhar Card & PAN Card copy Xerox
- (6) Academic Certificate.
- (7) Two references with their phone numbers and status, other than relatives

Please sign the duplicate copy of this letter as a token of acceptance and return the same to us within 7 days' of receipt, else this appointment letter stands cancelled automatically.

Yours Faithfully,

For TEDRA AUTOMOTIVE SOLUTIONS PVT. LTD.

  
DIRECTOR

I have read / I have been explained the terms and conditions specified here above and I accept the same as binding on me.

I will be joining on \_\_\_\_\_ Signature \_\_\_\_\_ Name in full: \_\_\_\_\_

22

**ANNEXTURE-A**

**Salary Structure of Mr.Adnan F. Shaikh.as a "Trainee Engineer - Project"**

SALARY BREAKUP	PER MONTH RS.	PER ANNUM RS.
Basic Salary	10000	120000
HRA	4000	48000
Attendance Allowance	1000	12000
Canteen Allowance	1000	12000
Washing Allowance	1000	12000
Special Allowance	4719	56628
<b>Gross Salary</b>	<b>21719</b>	<b>260628</b>
PF & FPF(Company Contribution) 13%	1300	15600
Gratuity @ 4.81 %	481	5772
Mediclaim Policy	500	6000
Bonus (Annual)	1000	12000
<b>TOTAL</b>	<b>25000</b>	<b>300000</b>

**Deductions : From Gross Salary**  
**21719**

PF Contri Rs. (@ 12%) 1200

Professional Tax 200

ESIC 0

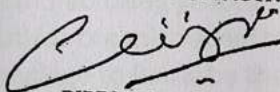
Take Home Salary Rs.

Which is Deposit in Bank

**20319**

CTC - Rs.Three lach Per Annum.

For TEDRA AUTOMOTIVE SOLUTIONS PVT. LTD.

  
DIRECTOR

Ref. EGEARZ PVT LTD/I/2024 – 25/06/2024

Mr. Digvijay Kiran Ghorpade,

Subject: Training

Dear Mr. Digvijay,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the facility of training in our company (at Shirwal) on the following terms and conditions w.e.f. 01.07.2024

**TITLE:** National Apprenticeship Promotion Scheme  
(UNDER THE APPRENTICES ACT,1961)

**PERIOD OF TRAINING:** ONE YEAR (from 1st – July 2024 to 30th – June 2025)

**STIPEND:** Rs. 2,00,928/- per annum (Rs. 16,744/- per month) You will not be entitled to any of the perquisites as available or applicable to our employees.

**TRAINING IN-CHARGE:** Concern Dept. HOD Or whomsoever he/she designates.

**TERMINATION OF TRAINING:** The training will automatically come to an end on 30th – June 2025 unless extended by the Management. The training can be terminated even during the training period, as per rules applicable to your category of trainees.

**MEDICAL FITNESS:** The training and its continuance are subject to your being found and remaining medically fit by the Company's Medical Officer, both physically and mentally.

**SECRECY:** You will not disclose, either by word or writing any particulars or details of manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters pertaining to the Company which may be your personal privilege to know by the virtue of your being trained by the company.

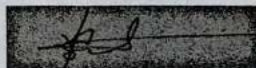
You are requested to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.

- Copies of your education certificates
- 3 I card size photographs
- Copy of your address proof
- Joining Report duly submitted through your Reporting Authority.

We hope your relationship with us will be mutually beneficial, pleasant, and fulfilling. Please sign the copy of this letter signifying your acceptance to the above contents.

Thanking you,

For Egearz Pvt Ltd, Shindewadi



**Yogesh Sonawane**  
Human Resources  
Mob No-9922558774

ADDRESS - Plot No 3, Gat No. 457/458, Global Industrial Park, Village Shindewadi , Shirwal, Tal- Khandala ,

Ref. EGEARZ PVT LTD/I/2024 – 25/06/2024

Mr. Avinash Popat Chavan,

**Subject:** Training

Dear Mr. Avinash,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the facility of training in our company (at Shirwal) on the following terms and conditions w.e.f. 01.07.2024

**TITLE:** National Apprenticeship Promotion Scheme  
(UNDER THE APPRENTICES ACT,1961)

**PERIOD OF TRAINING:** ONE YEAR (from 1st – July 2024 to 30th – June 2025)

**STIPEND:** Rs. 2,00,928/- per annum (Rs. 16,744/- per month) You will not be entitled to any of the perquisites as available or applicable to our employees.

**TRAINING IN-CHARGE:** Concern Dept. HOD Or whomsoever he/she designates.

**TERMINATION OF TRAINING:** The training will automatically come to an end on 30th – June 2025 unless extended by the Management. The training can be terminated even during the training period, as per rules applicable to your category of trainees.

**MEDICAL FITNESS:** The training and its continuance are subject to your being found and remaining medically fit by the Company's Medical Officer, both physically and mentally.

**SECRECY:** You will not disclose, either by word or writing any particulars or details of manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters pertaining to the Company which may be your personal privilege to know by the virtue of your being trained by the company.

You are requested to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.

- Copies of your education certificates
- 3 I card size photographs
- Copy of your address proof
- Joining Report duly submitted through your Reporting Authority.

We hope your relationship with us will be mutually beneficial, pleasant, and fulfilling.

Please sign the copy of this letter signifying your acceptance to the above contents.

Thanking you,

For Egearz Pvt Ltd, Shindewadi



Yogesh Sonawane  
Human Resources  
Mob No-9922558774

Ref. EGEARZ PVT LTD/I/2024 – 25/06/2024

Mr. Akash Dnyandev Mane,

**Subject:** Training

Dear Mr. Akshay,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the facility of training in our company (at Shirwal) on the following terms and conditions w.e.f. 01.07.2024

**TITLE:** National Apprenticeship Promotion Scheme  
(UNDER THE APPRENTICES ACT,1961)

**PERIOD OF TRAINING:** ONE YEAR (from 1st – July 2024 to 30th – June 2025)

**STIPEND:** Rs. 2,00,928/- per annum (Rs. 16,744/- per month) You will not be entitled to any of the perquisites as available or applicable to our employees.

**TRAINING IN-CHARGE:** Concern Dept. HOD Or whomsoever he/she designates.

**TERMINATION OF TRAINING:** The training will automatically come to an end on 30th – June 2025 unless extended by the Management. The training can be terminated even during the training period, as per rules applicable to your category of trainees.

**MEDICAL FITNESS:** The training and its continuance are subject to your being found and remaining medically fit by the Company's Medical Officer, both physically and mentally.

**SECURITY:** You will not disclose, either by word or writing any particulars or details of manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters pertaining to the Company which may be your personal privilege to know by the virtue of your being trained by the company.

You are requested to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.

- Copies of your education certificates
- 3 I card size photographs
- Copy of your address proof
- Joining Report duly submitted through your Reporting Authority.

We hope your relationship with us will be mutually beneficial, pleasant, and fulfilling.

Please sign the copy of this letter signifying your acceptance to the above contents.

Thanking you,

For Egearz Pvt Ltd, Shindewadi



Yogesh Sonawane  
Human Resources  
Mob No-9922558774



# GPRO DRIVES

## CTC Calculation Sheet

M63, Addl. MIDC, Satara 415 004 Maharashtra INDIA

GD/FOR/HR16 Rev.-01 Dt.-05.04.21

Name **Miss. Kamble Vaishnavi Satish**

Date **29-04-2024**

DOJ **02-05-2024**

Designation **Marketing Trainee**

Last Salary Rev. **NA**

Department **Marketing**

Years in org. **NA**

Achievement **-**

Timing: **09:00AM TO 06:00PM**

Particular	in INR	
	Annual	Monthly
Basic (50% of gross)	65,628	5469
HRA (30% of gross)	39,377	3281
Conveyance Allowance (20% of gross)	26,251	2188

**Total Gross Salary (A)** **131,256** **10938**

Employer's Contribution to Provident Fund @ 13% of basic	8,532	711
Bonus (8.33% of Basic)	5,467	456
ESIC (3.25% on Gross salary)	4,266	355
<b>Sub total Deduction (B)</b>	<b>18,264</b>	<b>1,522</b>

**Total CTC Per Annum** **149,520** **12,460**

Employee's Contribution to Provident Fund @ 12% of basic	7,875	656
Professional Tax	0	200
ESIC (0.75 % on Gross salary)	984	82
<b>Sub total Deduction (B)</b>	<b>8,860</b>	<b>938</b>

**Take home salary** **122,396** **10,000**

Note -Disclosure of salary is serious mis-conduct and may lead to immediate termination of employment.

Rev.No.	Rev. Dt.	Revision Details
1		
2		
3		

*The above stated salary is acceptable to me.*

HR Department

Employee

## Dana India private limited

Chakan Plant,  
Global Industrial Park,  
Plot No.: 01, Gat No: 51/1-3, 52-54, 56-59,  
Village Bhamboli, Post-Vasull,  
Tal: Khed, Dist. Pune, Pin-410 501  
Maharashtra, India  
CIN U74999PN2000PTC015131



### TO WHOM SO EVER IT MAY CONCERN

This is to certify that, Mrs. Aishwarya Sharad Panvelkar, a student of B.Tech. Mechanical Engineering has successfully completed a internship in the area of basics of **Assembly Engineer** post from 15/01/2024 to 15/06/2024.

During the period of her internship program with us, she has been exposed to different processes and was found diligent, hardworking and inquisitive.

We wish her good success in her future career.

For Dana India Pvt. Ltd. – Off Highway

A handwritten signature in black ink that reads "Santosh".

Santosh Gajre

Sr. Manager – Human Resources

*People Finding A Better Way®*





## CERTIFICATE

This is to inform you that, Mr. Aditya Ravindra Patil (B.Tech in Mechanical Engineering) from Arvind Gavali College of Engineering, Satara.

He has Joined for 'Internship Training' in our organization. The Period of training has started from 22 January 2024.

Till date the Trainee is Regular, Punctual and Focused at our Organization.

Thanking you,

**OPUS DESIGN**

A handwritten signature in black ink, appearing to be 'Ajay', is written over the printed name 'Ajay Patil'.

**PROPRIETOR**





ISO 9001/ ISO 14001 2015c

# VRF Aircon Pvt Ltd

## Letter of Appointment

01/07/2024

To  
Miss. Shubhangi Deshmukh  
12, Taliya, Tal. Koregoan Dist Satara,  
Talaye, Satara, Maharashtra – 415524  
Mail ID- [shubhangideshmukh193@gmail.com](mailto:shubhangideshmukh193@gmail.com)

**Subject: Appointment as Service Coordinator.**

Further to the interviews you had with us and your acceptance of our offer, we are pleased to appoint you for the position of **Service Coordinator** at VRF Aircon Pvt Ltd. Your joining date will be on or before 1<sup>st</sup> July 2024 when you must report for joining at our registered office, where you will be allocated your duty as per the Company's plan.

### 1. SALARY

The Company will give you remuneration as per the attached Annexure-I.

### 2. WORKING HOURS

Your working hours will be as follows:  
Monday – Saturday: 9.30 am to 6.30 pm.  
Lunch Break: 1.30 pm to 2.00 pm

### 3. PROBATIONARY PERIOD

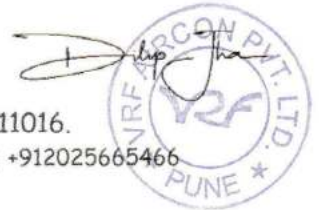
During probation of six months, you can leave the Company by giving a one-month Notice or pay instead of the same. Similarly, Management can also terminate your job by giving a one-month Notice or payment without giving any reason for their action.

**However, after confirmation, the notice period will be two months or pay instead of the same.** The Company confirms after 6 months, if no letter otherwise than confirmation is issued, then the same is understood as confirmed. All Joining and resignations must be on paper in writing as per policy. People involved in the Project will be relieved only after the proper handover of the project.

The company has the sole right to relieve you before your notice period. Leave during the Notice period will extend the notice period.

VRF Aircon Pvt Ltd. 65, Shirole Park, Model Colony, Pune -411016.

CIN No: U29192PN2008PTC131564 Phone: +919422520009 | +912025665500 | +912025665466



#### 4. LEAVE OF ABSENCE

- i. **Earned Leave:** -The Company provides 15 days of Earned Leave which can be availed after the completion of one year. During the year any leave should be applied to the supervisor and planned so that project work and schedule are not impacted.
- ii. **Casual leave:** - The Company provides 7 days of Casual leave in a Year. In the case of a new employee, the same will be prorated within a month of joining.

#### 5. BONUS

Bonus is dependent upon the Company's profitability and your performance; however, it is paid 8.33% monthly in your salary.

#### 6. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

- i. Breach or Misconduct:
  - (a) During employment your activity is found against the organization or consistent omission impacting goodwill or financials, the Company will have the right to terminate you without giving any notice period.
  - (b) The same will be also applicable in case you are found your act, not by your line of duties, or
  - (c) Any breach of NON-DISCLOSURE AGREEMENT (NDA). agreement, or
  - (d) You are absent without information for more than 7 days.
- ii. Termination for Poor Performance: The Management will keep you posted in case of poor performance and if the same continues, can terminate your services.
- iii. Post Termination/ Resignation Responsibility: - After resignation or termination you shall not involve in any untrue, misinformation about the company. NDA will continue for the next 5 years. If found, legal action will be taken.
- iv. Leave cannot be utilized as a resignation notice.

#### 7. CONFIDENTIALITY

During employment/training, you will have access to much technical and commercial information which you cannot share with others without permission from management. This secrecy clause will be applicable even when leaving the organization. The company may also ask for a non-disclosure agreement (NDA). The NDA will be valid even after leaving the organization for Five years.

#### 8. TRANSFERABILITY

As VRF Aircon Pvt Ltd. is in business making projects all over India, based on availability outside Pune, then you may be asked to report for outstation postings for the project and same is not negotiable, as per Company policy and the same has been accepted by you. The Company keeps the right to transfer as per need without any condition and the employee expressly accepts the same. Transfer expenses will be as per the transfer policy of the Company.

VRF Aircon Pvt Ltd. 65, Shirole Park, Model Colony, Pune -411016.

CIN No: U29192PN2008PTC131564 Phone: +919422520009 | +912025665500 | +912025665466





ISO 9001/ ISO 14001 2015c

#### 9. DATA AND INFORMATION

While handing over the charge, you shall not keep any data and information on your laptop and shall make all files sheets, etc. to a person authorized for the purpose.

#### 10. COMPANY RULES

- i. During employment, you will follow Rule and regulations of the organization and will not take any part- or full-time work in any other organization.
- ii. You have been given the basic rules of the Company. However, there are rules regarding various aspects like Sexual Harassment, Travel rules, or expenses on behalf of the Company in certain cases, on which you can get them clear with your superiors. You are expected to follow these rules and any new Rules created given discipline, Govt. Rules Change or Taxation will be followed, and expect to you keep yourself updated on the same.
- iii. Kindly refer to other company rule book details.

The Company follows the installation, health, safety, and Environment Policy of Carrier & Toshiba, as per their guidelines, and expects you to follow those safety rules. Carrier is a subsidiary of United Technology Corporation, USA.

Thank you and I look forward to a fruitful long association.

Yours sincerely,

  
Authorized Signatory



I agree to the appointment and accept the above terms and conditions of service.

Signature: Shubhangi Deshmukh  
01/07/2024

Name: Shubhangi Deshmukh

Employee no: V-24-07-90

Date: 01/07/2024

**ANNEXURE - I**

Description	Monthly	Yearly
Basic	6,000	72,000
Dearness Allowance	5,000	60,000
HRA	2,200	26,400
Allowances	3,000	36,000
Conveyance	4,000	48,000
Other All.	1,204	14,448
Bonus	916	10,996
<b>Sub Total</b>	<b>22,320</b>	<b>2,67,844</b>
Employers PF	1320	15,840
Gratuity	529	6,346

<b>TOTAL EMPLOYERS COST</b>	<b>24,169</b>	<b>2,90,030</b>
Less Deductions		
PF	1320	
Professional Tax	200	
<b>Total Deduction</b>	<b>1520</b>	
<b>Net Cash Salary in Hand</b>	<b>20,800</b>	
		<b>0</b>
Group Accident cover for 2.5 L		400
Mediclaim Policy for 3 L		4000
	<b>20,800</b>	<b>2,94,430</b>



VRF Aircon Pvt Ltd. 65, Shirole Park, Model Colony, Pune -411016.

CIN No: U29192PN2008PTC131564 Phone: +919422520009 | +912025665500 | +912025665466



# CERTIFICATE

This certificate is awarded to following candidate for satisfactory completing training with us as

## “Technician Apprentice”

Under the Apprentices Act 1961 ( Amendment Act 1973 )

Name : **Nayakawadi Ajay Ravindra**  
Personal Number : **525910**  
Branch : **Mechanical Engineering**  
NATS Registration No. : **WMHDP21006001680**  
Training Period : From **22.11.2021** To **21.11.2022**

As a part of “On the job” training he/she was placed in related Divisions/Departments where he/she gained practical exposure to the ideas and concepts of his/her academic discipline.

He/She was also imparted theoretical inputs in “Supervisory Development’ making him/her aware of Supervisor’s traits and emerging changes in the business scenario.

We wish him/her Good Luck.

**Sushil Warang**  
DGM HR Skill Dev. TATA Motors Pune



**TATA MOTORS LIMITED**

Pimpri Pune 411018

Tel 9120 6613 1111

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

CIN : L28920MH1945PLC004520

Registered Office Bombay House 24 Homi mody Street Mumbai 400 001



Forbes Marshall  
Krohne Marshall  
Forbes Vyncke  
Forbes Marshall Arca  
Codel International  
Forbes Marshall Steam Systems

HR:EF:GN:APPREN:2024

27<sup>th</sup> November, 2024.

**MS. VEDANTI KISHOR GHODKE**  
AT- Koregaon  
Satara  
Maharashtra 415501.

Dear Vedanti

With reference to the interview you had with us, we are pleased to take you as an **APPRENTICE** under the Apprenticeship Act, 1961.

1. Your training has commenced on **27<sup>th</sup> November, 2024** and you will be governed by the contract signed between us.
2. You will be paid a stipend of **Rs.18,500/-p.m.** from the company. A contributing portion of your stipend will be paid by the Board of Apprenticeship Training into your financial saving bank account.
3. You will be governed by the Rules and Regulations of the Company, which are in force from time to time.
4. Your training will come to an end in terms of the contract on **26<sup>th</sup> November, 2025**. No extension will be given on any ground.
5. Your employment will be subject to you being found medically fit by our Company Doctor.
6. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/particulars mentioned by you in the application for appointment are found false or incorrect, your appointment shall be terminated without any notice.
7. You are required to provide your Income Tax Permanent Account Number (PAN) as a statutory requirement at the time of joining. Your Salary will be processed **ONLY** on receipt of this number by the Salary Section

Please return the copy of this letter in the event of your accepting the proposal as above.

Thanking you,

Yours faithfully,  
For **FORBES MARSHALL PVT. LTD.**

**ELIZABETH FERNANDES**  
Manager- HR

Received & Accepted  
**VEDANTI KISHOR GHODKE**

Forbes Marshall Private Limited

Regd. Office: Opp.106th Milestone, CTS No. 2220, Mumbai-Pune Road, Kasarwadi, Pune, 411034, Maharashtra, India.  
Tel: +91 20 68138555, Fax: +91 20 68138402

Factory Address : B-85, Phase II, Chakan Industrial Area, Sawardari, Chakan, Tal. Khed, Dist. Pune, 410501, Maharashtra, India.  
Tel : +91 02135 393400

CIN No.: U28996PN1985PTC037806

vivo V25

Essential Energy Efficiency | Environment

www.forbesmarshall.com

photography by vedu ghodke



# AKASH CONSTRUCTION

CONSTRUCTION COMPANY

7499612656

January 14, 2024

Abhay chorage

AT Nune

DIST- Satara

Dear Abhay chorage

We Are Pleased To Informed You That You Have Been Selected For The Position Of Site Engineer At Akash Construction Satara .We Have Many Qualified Candidates But You Seemed To be Best Fit For Our Growing Organization.

Your Internship Will Begin On January 14, 2024. You Will Be On Probation Period For Six Months

We Welcome You To Akash Construction Family And Look Forward To Fruitful Collaboration

आकाश कन्स्ट्रक्शन्स

आनंदपूर (उंब्रज)

8975994593/8390947214

**Akash construction**





**Mangesh Avinash Lawand**

D. C. E., P. E. CIVIL

**Engineers, Consultants & Contractors**

Mob 9821887776

## CERTIFICATE

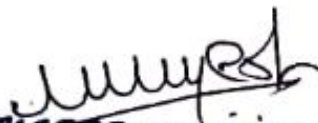
This is to certify that **Miss. Pooja Ramesh Kedare**, R/o. Near Circuit House, Girls Hostel Satara has successfully completed internship in our organization " **Lawand Construction & Association**" from **07/08/2023 to 30/05/2024**. We found her Sincere and Hard worker. She has taken proper initiative and efforts towards completing his Internship.

Wishing Good Luck For Future.

Place : Satara

Lawand Construction & Association

Date :30/05/2024

  
**MANGESH AVINASH LAWAND**  
CHARTERED ENGINEER  
M1716454



# M/s S A ENTERPRISES

Govt. Road Contractor

1999 Raviwar Peth Patel Wada Wai Tal. Wai Dist. Satara

Mo. 9822116686/8805278585

E-mail: -shashikantsankoli@gmail.com

## OFFER LETTER

DATE - 28/10/ 2023

Dear,

**Sahil Dadaso Satpute.**

We are very much pleased to get you on board our team at **S.A ENTERPRISES** to be one of our Civil Engineers which will commence on **01Nov2023** with the following terms and conditions of Employment :

1. Job responsibilities include the following

- Site Engineer
- Site management

2. Your contract shall include the following:

1. A basic salary of 10,000 /- shall be provided and given on a Monthly basis and Shall be entitled to allowances and benefits to be further discussed during work.
2. You will be reporting to shekhar Chavan .
3. You will be granted 4 days of vacation leave and 2 days sick leave Credits.

Thank you taking time to consider being part of S.A ENTERPRISE . We look forward to Working with you. For any other questions and clarifications, please do not hesitate to call me on 9561331333

Regards,





# AKASH CONSTRUCTION

CONSTRUCTION COMPANY

7499612656

---

January 14, 2024

Sanjana Kumbhar

AT Pachwad

DIST- Satara

Dear Sanjana Kumbhar

We Are Pleased To Inform You That You Have Been Selected For The Position Of Site Engineer At Akash Construction Satara .We Have Many Qualified Candidates But You Seemed To be Best Fit For Our Growing Organization.

Your Internship Will Begin On January 14, 2024. You Will Be On Probation Period For Six Months

We Welcome You To Akash Construction Family And Look Forward To Fruitful Collaboration

आकाश कन्स्ट्रक्शन्स  
आंचणूर (उब्रज)  
8975997391 390947214  
Akash construction



# M/s S A ENTERPRISES

Govt. Road Contractor

1999 Raviwar Peth Patel Wada Wai Tal. Wai Dist. Satara

Mo. 9822116686/8805278585

E-mail: -shashikantsankoli@gmail.com

## OFFER LETTER

DATE - 28/10/ 2023

Dear,

*Prithviraj Nitin Chavan.*

We are very much pleased to get you on board our team at S.A ENTERPRISES to be one of our Civil Engineers which will commence on **01Nov2023** with the following terms and conditions of Employment :

1. Job responsibilities include the following

- Site Engineer
- Site management

2. Your contract shall include the following:

1. A basic salary of 10,000 /- shall be provided and given on a Monthly basis and Shall be entitled to allowances and benefits to be further discussed during work.
2. You will be reporting to shekhar Chavan .
3. You will be granted 4 days of vacation leave and 2 days sick leave Credits.

Thank you taking time to consider being part of S.A ENTERPRISE . We look forward to Working with you. For any other questions and clarifications, please do not hesitate to call me on 9561331333

Regards,





जिल्हा परिषद पुणे  
जिल्हा पाणी व स्वच्छता मिशन कक्ष  
स्वच्छ भारत मिशन (ग्रामीण)  
नविन प्रशासकीय इमारत, डॉ. बाबासाहेब आंबेडकर रस्ता पुणे - १



जा क्र /जि.प/संस्वअ/आस्था / ४३९ / २०२४

दिनांक - ११/०६/२०२४

प्रति,

गट विकास अधिकारी  
पंचायत समिती, सर्व

विषय-जल जीवन मिशन आणि स्वच्छ भारत मिशन ग्रामीण च्या अधिक प्रभावी अंमलबजावणीकरीता  
बाह्यस्थ: यंत्रणेमार्फत मनुष्यबळाचा पुरवठा करणे बाबत ...

जल जीवन मिशन आणि स्वच्छ भारत मिशन ग्रामीण च्या अधिक प्रभावी अंमलबजावणीकरीता जिल्हा व तालुका  
स्तरावर मनुष्यबळाचा पुरवठा करणेसाठी GEM contract no GEMC-५११६८७७४८९३८९७६ दिनांक १६ मार्च २०२४ व  
मा. मुख्य कार्यकारी अधिकारी, जिल्हा परिषद पुणे यांचेकडोत जिपास्मी/आस्था/१४२/२०२४ दि. १६.०३.२०२४ नुसार भारती  
हॉस्पिटॅलिटी अँड सर्विसेस, खडकी बाजार, पुणे ४११ ००३ यांची बाह्य संस्था म्हणून नियुक्ती करणेत आलेली आहे. त्यांनी  
नियुक्त केलेल्या पंचायत समिती निहाय बाह्यस्थ: यंत्रणेमार्फत मनुष्यबळ पुरवठा केलेल्या मनुष्यबळाची यादी व त्यांची पद  
निहाय कतंव्य व जबाबदारी सोबत जोडली आहे.

भारती हॉस्पिटॅलिटी अँड सर्विसेस, खडकी बाजार, पुणे या बाह्यस्थ: यंत्रणेमार्फत नियुक्त केलेल्या पाणी व स्वच्छता  
सल्लागार व डाटा एंट्री ऑपरेटर यांना हजर करून घेणेत यावे. व बाह्यस्थ: यंत्रणेमार्फत पुरविलेल्या मनुष्यबळासाठी आपले  
पंचायत समिती मध्ये बैठक व्यवस्था करणेत यावी, त्यांना नेमून दिलेले कामकाज करणेकामी संगणक व तदनुषंगाने  
आवश्यक ती व्यवस्था करण्यात यावी.

(अप्पुसाहेब गुजर)  
प्रकल्प संचालक  
जिल्हा परिषद पुणे

# Bharati Hospitality & Services

• House Keeping • Disinfection • Guest House Operation • D.G. Maintenance • General Maintenance  
• Fasad Cleaning • Labour Services • Pest Control • Spring Cleaning •

Ref. No.

Date :

२७.५.२०२४

प्रति,

मा. मुख्य कार्यकारी अधिकारी,  
जिल्हा परीषद पुणे

विषय- जिल्हा व तालुका स्तरावर मनुष्यबळाचा पुरवठा करणे बाबत..

महोदय,

जल जीवन मिशन आणि स्वच्छ भारत मिशन ग्रामीण च्या अधिक प्रभावी अंमलबजावणीकरीता जिल्हा व तालुका स्तरावर मनुष्यबळाचा पुरवठा करणे बाबत GEM contract no GEMC-५११६८७७४८९३८९७६ दिनांक १६ मार्च २०२४ व मा. मुख्य कार्यकारी अधिकारी, जिल्हा परीषद पुणे यांचेकडील जिपास्मो/आस्था/१४२/२०२४ दि. १६.०३.२०२४ नुसार आम्ही भारती हॉस्पिटॅलिटी अँड सर्विसेस, खडकी बाजार, पुणे ४११ ००३ यांचे मार्फत खालील प्रमाणे तालुका व जिल्हास्तरावरील तात्पुरत्या स्वरूपात मनुष्यबळ पुरवठाकरीत आहोत, तरी त्यांना हजर करून घ्यावे ही विनंती. सोबत सर्वांचे नियमानुसार अनुभव व शैक्षणिक अहंता बाबतचे कागदपत्र जोडले आहेत, त्यांची सविस्तर माहिती असलेले कागदपत्र सोबत जोडली आहेत.

भारती हॉस्पिटॅलिटी पुणे यांनी पुरविलेले मनुष्यबळ - पाणी व स्वच्छता सल्लागार व डाटा एंट्री ऑपरेटर खालील प्रमाणे					
पाणी व स्वच्छता सल्लागार			डाटा एंट्री ऑपरेटर		
क्र	नाव	मो.नंबर	तालुका/जिल्हा	नाव	मो.नंबर
१	सिद्धी विजय कापरे	९१४५०२८२६२	जिल्हास्तर	जास्मिन विद्याज मुलाणो	८८५५०६९१४८
क्र	नाव	मो.नंबर	तालुकास्तर	नाव	मो.नंबर
१	आंकात सुरेश भागवत	९३५६४८२८५८	प.स.आंबगाव	अश्विनी सागर चव्हाण	७२४९१०५११४
२	अक्षय पापट कोंडाळकर	९८५०२८६२२८	प.स.बारामती	कैतन रमेश रणवरे	८४५९५०५७९८
३	प्रतिक नरेंद्र नावो	९६५७४२६२९६	प.स.हयेली	शोभित दिलीप गिरणे	७०८३६२०४२४
४	सागर श्रामत वनसाठे	८६२५०९०९१३	प.स.इदापूर	प्रमती भारत दावरे	९१४६७१४४८१
५	प्रधमेश भरत गोळे	८३७८९३२२१६	प.स.भोर	प्राविण भागुजी पारठे	७५८८२१८१६३
६	वंभव जयसिंग राक्षे	८६०५७७०८५१	प.स.खेड	सोनाली रागेश आदक	७३८५७९४५५७
७	राहुल मारुती छताळ	९०२८५०७७३०	प.स.दोंड	गुरु संभाजी आदागळे	९७६६८६७५१८
८	स्वराज महेश शिवसरण	९१३०९६९९६८	प.स.जुन्नर	नेहा संतोष दुबे	९१४६६६९१७३
९	अनिसाह दिक्षिप गुरव	९८५०१२४२२४	प.स.मावळ	वंदना काळू चौधरी	९६०४५४४९५१
१०	महेश लक्ष्मण सायकाळ	९७६५९००१९८	प.स.मुळशी	प्रतिष्ठा संजय फले	८७६७६३४७३५
११	रंजना काकासा आताडे	७७५७९६४७५४	प.स.पुंरंदर	आरती कपील पोरे	९४०४४०६६६१
१२	निखिल दंडवराज सुर्वेराजे	७०४०५५८०६२	प.स.शिरूर	नवलराजधर विहीडे	८४८३८३७०७
१३	आनिकेत मुनिल पाटील	८०८७६८९१०६	प.स.पैले	रिक्त	

कळायचे,



भारती हॉस्पिटॅलिटी अँड सर्विसेस, खडकी बाजार, पुणे ४११ ००३



# QUESS

WINNING TOGETHER

Date : 08 Mar 2024  
Offer No : GS10141782

Dear ATUL RAMESH KADAM

Welcome to Quess! Thank you for getting connected with us.

Quess is the largest staffing company in India with nearly 3.5 Lakh associates. We have operations all across the country, and we partner with more than 1000 companies to provide employment. Besides India, we operate in 10 countries worldwide.

There are many advantages of associating with Quess

1. Access to multiple organizations across India for jobs
2. Formal employment with provident fund, medical support - Quess is a fully compliant organization.
3. Full transparency through our WorQ App; all documents including salary slips, offer letter and medical cards are provided via the App. A helpdesk is available to support you.
4. Financial support and other benefits through our App where you can take loans and get access to products and Services at discounted prices.

Formal employment through Quess is an excellent step to build a long term and successful career. Many associates have worked with us over years, and have had a steady and sustainable growth.

We will be reaching out to you very soon to formalize this association. Please do stay connected. We look forward to a long term association, and welcoming you to be a part of the Quess family.

Wishing you all the best for a successful career with Quess.

With warm regards,

For **QUESS Corp Limited**.

*Nitin Dave*

**Nitin Dave**  
CEO Staffing



Validate offer letter here

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

Offer No. GS10141782  
page-01

# **SAMRUDDHI INFRASTRUCTURE**

NEAR DATTA MADIR, AGASHIV-NAGAR, MALKAPUR, 415539

CONTACT NO:- 9421499220/9823145371

Email :- Samruddhiinfrastructurekarad@gmail.com

Avadhut Baban Patil  
At/post: Atake, Tal. Karad, Dist. Satara  
Subject: Appointment Letter

Dear

We are pleased to inform you that you have been selected for the position of Site engineer at [Samruddhi Infrastructure.as per the terms and conditions outlined below:

- Job Title: Site Engineer.
- Department: construction
- Reporting Manager:- Omprakash patil

Please confirm your acceptance of this offer by signing and returning a copy of this letter to us by 15/5/2024

Congratulations on your new role!  
Note- Joining date 16/5/2024



Sincerely  
Hemant Mahadev Patil  
Samruddhi Infrastructure karad



प्रो.प्रा.ओंकार सलागरे  
+91 87938 90220



# कन्स्ट्रक्शन & ट्रान्सपोर्ट

पत्ता-पवार कॉम्प्लेक्स, भैरवनाथ नगर, पोलादपूर, जि-रायगड-402303

Ref:

Date: 15 July 2024

Name: SACHIN PAWAR

Dear **SACHIN**,

With reference to your application & subsequent interviews with us we are pleased to join you the post of SITE ENGINEER in our organization as per agreed terms and condition.

Your consolidated package will be as per discussion at the time of interview. You will be paid a consolidated amount of Rs. 1,80,000/- (Rupees One lakh Eighty Thousand only) per annum.

You will be on probation period for six months from the date of joining. You are requested to join on or before date 20/07/2024.

Minimum notice period for resigning will be 2 months. In case you want to leave early, then you have to repay amount equivalent to gross salary of remaining period.

Please find a duplicate copy of this letter and return it back to us duly signed as a token of your acceptance with this joining letter.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

By considering this letter as a token of your acceptance we welcome you and look forward to a long and successful association.

Looking forward to working with us.

With best wishes,

Cordially,

PAN : BCQPH9525L

Ref:

Date: 15 July 2024

Name: BALRAM KALBHOR

**Dear BALRAM,**

With reference to your application & subsequent interviews with us we are pleased to join you the post of SITE ENGINEER in our organization as per agreed terms and condition.

Your consolidated package will be as per dissuasion at the time of interview. You will be paid a consolidated amount of Rs. 1,80,000/- (Rupees One lakh Eighty Thousand only) per annum.

you will be on probation period for six months from the date of joining. You are requested to join on or before date 20/07/2024.

Minimum notice period for resigning will be 2 months. In case you want to leave early, then you have to repay amount equivalent to gross salary of remaining period.

Please find a duplicate copy of this letter and return it back to us duly signed as a token of your acceptance with this joining letter.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

By considering this letter as a token of your acceptance we welcome you and look forward to a long and successful association.

Looking forward to working with us.

**With best wishes,**

**Cordially,**

PAN : BCQPH9525L

# SAI CONSTRUCTION

CREATION & RENOVATION

Shop No. D, 436/1 Sadar Bazar, Satara - 415001

GST No. 27ADZFS5509A1ZR

Mob. 7774019888 / 9096527528

Email-kelangp770@gmail.com

Ref:

Date: 01/04/2024

## Subject: Letter of Joining

Dear Avirat Nisarkar

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of "GRADUATE TRAINEE" in Sai Construction, Satara with consolidated amount of Rs. 1,80,000/- (Rupees One lakh Eighty Thousand only) per annum as per the following terms:

### WORKING HOURS:

You will follow the working hours of the organization 9am to 6 pm.

### NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing.

### LEAVE POLICY:

You will be entitled to 18 annual leaves (EL/CL/SL)

### CL/SL-12, EL-18

CL/SL will be lapsed if not availed in calendar year

EL will be carried forwarded & will be encased at the time of separation

You shall report to work on 05/04/2024 at the Sai Construction, Satara

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

I wish you all the very best and wish all success in your tenure with the company.

Sai Construction

  
Partner

# SAI CONSTRUCTION

CREATION & RENOVATION

Shop No. D, 436/1 Sadar Bazar, Satara - 415001

GST No. 27ADZFS5509A1ZR

Mob. 7774019888 / 9096527528

Email-kelangp770@gmail.com

Ref:

Date: 01/04/2024

## Subject: Letter of Joining

Dear Dinesh Valekar

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of "GRADUATE TRAINEE" in Sai Construction, Satara with consolidated amount of Rs. 1,80,000/- (Rupees One lakh Eighty Thousand only) per annum as per the following terms:

### WORKING HOURS:

You will follow the working hours of the organization 9am to 6 pm.

### NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing.

### LEAVE POLICY:

You will be entitled to 18 annual leaves (EL/CL/SL)

### CL/SL-12, EL-18

CL/SL will be lapsed if not availed in calendar year

EL will be carried forwarded & will be encased at the time of separation

You shall report to work on 05/04/2024 at the Sai Construction, Satara

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

I wish you all the very best and wish all success in your tenure with the company.

Sai Construction

  
Partner

GST NO.-27AERFS3817CIZU

MOB. NO.9922203538



## SKYLINE CONSTRUCTIONS

Prop.- Er.Shivaji Ramchandra Saroj , vinod pawan Bhosale  
(Civil Engineer, Contractor & Construction Project)  
Add.-Vikrantnagar plot no 1, Tal. Satara, dist. Satara-415004

Date -10/07/2024

To,

Valekar Mayur

Sub. – Offer Letter post of Trainee engineer

Dear Mayur,

Congratulations, Welcome to SKYLINE CONSTRUCTIONS.....!!!!!!

This has reference to your application for employment and subsequent interview you had with us. We are pleased to offer you a position of Trainee Engineer from 15/07/2024.

We look forward to welcoming you as a new employee at our company.

SKYLINE CONSTRUCTION  
  
Proprietor

GST NO.-27AERFS3817CIZU

MOB. NO.9922203538



## SKYLINE CONSTRUCTIONS

Prop.- Er.Shivaji Ramchandra Saroj , vinod pawan Bhosale  
(Civil Engineer, Contractor & Construction Project)  
Add.-Vikrantnagar plot no 1, Tal. Satara, dist. Satara-415004

Date – 10/07/2024

To,

**Chavan Sahil Randhir**

**Sub. – Offer Letter post of Trainee engineer**

Dear Sahil,

Congratulations, Welcome to SKYLINE CONSTRUCTIONS.....!!!!!!

This has reference to your application for employment and subsequent interview you had with us. We are pleased to offer you a position of Trainee Engineer from 15/07/2024.

We look forward to welcoming you as a new employee at our company.

SKYLINE CONSTRUCTION

  
Proprietor



AGCE TPO &lt;tpo@agce.edu.in&gt;

## List of Selected Candidates - Campus Drive @ Arvind Gavali College of Engineering - Satara

MRUDA Geotech &lt;technical@mrudageo.com&gt;

Wed, May 29, 2024 at 8:11 PM

To: AGCE TPO &lt;tpo@agce.edu.in&gt;

Cc: rajendra.sapkal@agce.edu.in, vilas.pharande@agce.edu.in, MRUDA Geotech &lt;mrudageo@gmail.com&gt;

Dear Mr. Tushar Shende,

Greetings!

It was really a good experience with your institute and all of you yesterday for the campus drive. Special thanks to Prof. Sakpal for his efforts in preparing the questionnaire.

They will have to come for meeting at office once with all their certificates (original + zerox 1 set) and updated CV and 1 page document of report on their internship done and college remarks on the same. They can come to office once exams are over.

Here is list of selected candidates.

### 1. For MRUDA Geotech Consultants, Satara -

1) Ms. Swapnali Chavan, at Satara office.

Under consideration For site- ON HOLD for sometime. We can let you know asap. only 1 male candidate from these will be chosen.

- 1) Mr. Siddheshwar Shelake
- 2) Mr. Mayur Valekar
- 3) Mr. Abhay Chorage

**2. For Global Geotechnics, Dadar** - They will have to appear for an interview at Dadar (whenever they can or after exams). This company shall take their call for selection after the interview.

- 1) Mr. Tushar Ghadage
- 2) Ms. Manasi Kakade
- 3) Ms. Harshada Shinde - She is ready for Mumbai, but she said she will confirm after discussing with her parents. Pls see if she confirms.

Hope we and these candidates will get benefitted by each other!  
Thank you for inviting us for the campus drive.

Thanks & Best Regards,

Er. Shubhada Jagtap

Founder & Consulting Engineer

**MRUDA Geotech Consultants**

Contact: +91 9987515657

<http://www.mrudageo.com>

Dombivli, Thane, MH-421201 | Satara-415001

[technical@mrudageo.com](mailto:technical@mrudageo.com) / [mrudageo@gmail.com](mailto:mrudageo@gmail.com)

GST No.: 27AHSPJ4756B1Z5





On Tue, 14 May 2024 at 11:53, MRUDA Geotech <[technical@mrudageo.com](mailto:technical@mrudageo.com)> wrote:

Dear Sir,

Thank you for your email.

As discussed, we can conduct the campus interview on **Tuesday 28th May 2024**. The tentative time schedule can be discussed over phone.

Please identify candidates (male/female both) who are willing to work in Mumbai and have some arrangement there to stay, as there is an opening at Geotech company at Dadar. If any such from already sent 9 resume are not interested to work in Mumbai, we request you to please find such candidates and ask them to appear for this. Even if they are not very sharp in Soil Mechanics subject but willing to work in Geotech field at Mumbai can be considered for the interview. The concerned company at Dadar will train them.

We hope at least 15-20 students shall appear for this interview drive (fresh/ last year passed-out can also apply).

Thanks & Best Regards,

**Er. Shubhada Jagtap**

Proprietor & Consulting Engineer

**MRUDA Geotech Consultants**

Contact: +91 9987515657

<http://www.mrudageo.com>

Dombivli, Thane, MH-421201 | Satara-415001

[technical@mrudageo.com](mailto:technical@mrudageo.com) / [mrudageo@gmail.com](mailto:mrudageo@gmail.com)

GST No.: 27AHSPJ4756B1Z5



On Tue, 14 May 2024 at 10:00, AGCE TPO <[tpo@agce.edu.in](mailto:tpo@agce.edu.in)> wrote:

Dear madam,

Further to our discussion regarding above mentioned subject undersigned would like to invite you for the campus placement drive on 27/05/2024 (Monday) @ Arvind Gavali College of Engineering, Satara,

Also do visit to our Civil Labs where we can exchange the support to each other

Regards,

Tushar Shende

Training & Placement Officer

Arvind Gavali College of Engineering, Satara

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

From: **MRUDA Geotech** <[technical@mrudageo.com](mailto:technical@mrudageo.com)>

Date: Thu, May 9, 2024 at 4:09 PM

Subject: Re: List of Interested Students - Mruda Geotech - Campus Drive @ Arvind Gavali College of Engineering - Satara

To: AGCE TPO <[tpo@agce.edu.in](mailto:tpo@agce.edu.in)>

Dear Sir,

Thank you for your email.

We shall go through and revert back asap.

At present totally engaged in bidding / quotation process of 2 road -bridge projects.

Meanwhile, kindly share our profile with your shortlisted students, so that they can go through the nature of work and prepare accordingly. Attached in soft copy.

The requirements are broadly as follows -

1. Should have competence in Soil Mechanics-Foundation Engg. Subject
2. Lab testing of Soil and Rock samples
3. Various IS codes related to Soil / Foundation
4. Typical SBC calculations, Shallow and Deep Foundation design principles
5. Soil Investigation for building/ bridge projects
6. Earth pressure theory

We may have a written test first and then personal interviews.  
The date we shall convey you soon.

Thanks & Best Regards,

**Er. Shubhada Jagtap**

Proprietor & Consulting Engineer

**MRUDA Geotech Consultants**

Contact: +91 9987515657

<http://www.mrudageo.com>

Dombivli, Thane, MH-421201 | Satara-415001

[technical@mrudageo.com](mailto:technical@mrudageo.com) / [mrudageo@gmail.com](mailto:mrudageo@gmail.com)

GST No.: 27AHSPJ4756B1Z5



On Thu, 9 May 2024 at 15:44, AGCE TPO <[tpo@agce.edu.in](mailto:tpo@agce.edu.in)> wrote:

Dear Madam,

Greetings from Arvind Gavali College of Engineering, Satara

Further to our discussion regarding the above mentioned subject undersigned would like to invite you for the Campus Placement Drive for our Civil Engineering Students.

Request you kindly refer to attached resumes as per your requirement.

Also request you to confirm the expected date of Campus Drive.

Regards,

Tushar Shende

Training & Placement Officer

Arvind Gavali College of Engineering, Satara

8007172000 / 8975456700