

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. ABHISHEK PADMAKAR WAGHMARE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9420954539**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

APPRENTICESHIP TRAINING PERIOD: - 1 YEAR (12 MONTHS) FOR APPRENTICESHIP

Offer Date: - 01-04-2023 TIME: 8 AM TO 4 PM

NATURE OF WORK: - PRODUCTION DEPT / QUALITY DEPT.

AGE: - BETWEEN 18-29 YEARS

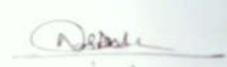
FOOD AND ROOM EXPENSES: WILL BE PAID BY CANDIDATE HIMSELF.

CONSULTANCY FEES: FREE SERVICE. NO FEES AT ANY STAGE TO CANDIDATE

PLEASE ATTACH FOLLOWING DOCUMENTS WITH THIS OFFER LETTER:

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- 3) **DEGREE ANY 1 SEMESTER MARKSHEET – 2 XEROX**
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- 7) **PASSPORT SIZE PHOTO – 3 COPIES**

For Excel Placements



Chief Consultant

EPP REGISTRATION: www.mahaswayam.gov.in
ITI APPRENTICE REGISTRATION: www.apprenticeshipindia.gov.in
DIPLOMA & DEGREE APPRENTICE REGISTRATION: www.mhrdnats.gov.in

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. ABHISHEK SANJAY KHARAT**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9112020266**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

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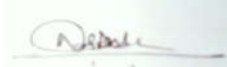
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Manjunath Human Resources

| Total Solution for you... |

Date: 6th June, 2023

OFFER LETTER

Dear Mr. Hakani Shaikh,

This is reference to your interview with Goodyear Aurangabad, you are shortlisted to work as “**Officer**” on Manjunath Human Resources Third Party role, and you are supposed to join on **12th June, 2023**.

Your **Gross salary** would be **17,000/-** and Your Salary details as below:

EARNING HEAD	AMOUNT	DEDUCTION HEAD	AMOUNT	NET PAYABLE
BASIC	8000/-	PROVIDENT FUND	1860/-	
SPECIAL ALLOWANCE	7500/-	ESIC	128/-	
H R A	1500/-	PROFESSION TAX	200/-	
TOTAL GROSS	17000/-	TOTAL DEDUCTION	2188/-	14813/-
BONUS @8.33% on Minimum Wages	1291/-			
EMPLOYERS PF CONTRIBUTION @ 12%	1860/-			
EMPLOYERS ESIC CONTRIBUTION @ 3.25%	553/-			
OTHER TOTAL	3704/-			
MONTHLY CTC	20704/-			
ANNUAL CTC	248442/-			

*Bonus amount may change as per changes in Minimum Wage/ Bonus Act.

Please bring your educational documents, Passport size photos, Aadhar Card, Pan Card, Bank Details and Salary Slips with you.

Your's Sincerely

For Manjunath Human Resources




Authorized Signatory

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER (NATS) (Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. NAVNATH VISHNU SHINDE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9579409772**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

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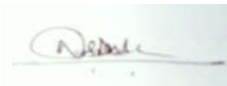
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Chief Consultant

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. NIKHIL RAVINDRA KULKARNI**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9561361285**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

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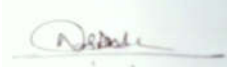
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NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. PRADIP DHNAYENSHWAR GHORPADE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **8830729373**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

APPRENTICESHIP TRAINING PERIOD: - **1 YEAR (12 MONTHS) FOR APPRENTICESHIP**

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NATURE OF WORK: - **PRODUCTION DEPT / QUALITY DEPT.**

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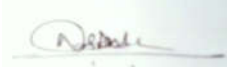
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NATIONAL APPRENTICE TRAINING OFFER LETTER
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(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. PRATIK JUYE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **7757880554**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

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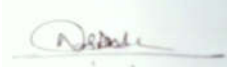
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NATIONAL APPRENTICE TRAINING OFFER LETTER
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CANDIDATE NAME : - **Mr. PRATIK KISHOR NIMBALKAR**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **8208030068**

COMPANY NAME: - **OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD**

COMPANY ADDRESS: - **GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD**

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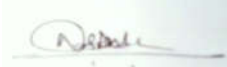
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(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. RUSHIKESH KHOJE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **8483888562**

COMPANY NAME: - **OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD**

COMPANY ADDRESS: - **GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD**

STIPEND & FACILITY: - **15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.**

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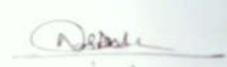
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Manjunath Human Resources

| Total Solution For You... |

12 JUNE, 2023

To,
MS. SHITAL BHAGWAT PENDHARI,
D/O BHAGWAT PENDHARI,
NEURGAON, NASHIK,
JALGAON NEUR,
MAHARASHTRA-423401

MOB NO. 9970870274

Email ID: shitalpendhari2000@gmail.com

Dear MS. SHITAL,

With reference to your application and interview you had with us, we are pleased to appoint you for the post of "OFFICER" in our organization on following terms & conditions.

- 1) Your Date of Appointment is 12-06-2023
- 2) As Per Record Your date of birth is 29-03-2000
- 3) Your salary & Allowances will be as per the Attached Annexure-A.
- 4) Your work place will be at Goodyear South Asia Tyre Pvt. Ltd, H-18 & L1, MIDC, Waluj, Aurangabad-431136
- 5) Your employment with us is on the basis of selection by your supervisor/HOD and will be in force till our contract is in existence or the completion of the work/contract whichever is earlier. However, your services can be terminated /resignation by giving one month notice on either side or pay in lieu of notice period at the discretion of Management.
- 6) In case of business requirement, your services can be transferred to any other unit where our work is in existence and you will be governed by the terms & conditions applicable at the new workplace.
- 7) There is no employer and employee relationship between you and the companies where we are undertaking the work.
- 8) During the service period, you will devote your whole time and attention exclusively to the duties entrusted to you and may not accept other paid or unpaid positions.
- 9) Your appointment is subject to your producing all the documentary evidence and certificates in original of your age (birth certificate), qualification, experience etc as stated by you in the application form.



Page 1 of 4



Manjunath Human Resources

| Total Solution For You....|

- 10) The Courts at Aurangabad Maharashtra will have exclusive jurisdiction over the disputes arising between the parties.
- 11) You will be eligible for leaves as per applicable Act.
- 12) The devices and the data is sole property of the employer and should maintain with confidentiality.
- 13) You will not hold the company responsible for any injury that you may sustain accidentally or through negligence or otherwise, while on the premises of the company, nor shall you make against the company any claims for compensation or damages in respect of such injury
- 14) You shall, during the said term, truly and faithfully serve the company on the role and maintain discipline, conduct yourself in a disciplined manner an shall obey the directions, instructions or orders of the company and its officers. You shall not remain absent without prior permission of the company nor shall you neglect your training and the company's work arising out of such training
- 15) You shall be subject to such rules and regulations of the company as may be applicable and as may be in force from time to time
- 16) You shall not waste or spoil or dispose off without the company's consent any of the goods, articles or things of the company or of others given to the company for any purpose whatsoever nor shall you injure or prejudicially affect the company's business, trade or manufacture and shall at all times behave as a diligent, loyal and conscientious trainee
- 17) You shall not be eligible for any benefits provided by the company, in any manner whatsoever, to which the permanent employees of the company are entitled, except weekly offs and paid holidays declared and observed by the establishment.
- 18) This appointment and its continuance are subject to your being found and remaining physically & mentally fit at all times as certified by company Medical officer.
- 19) If you absconded for more than a week without prior intimation to your supervisor then you'll be automatically discontinued from your work.





Manjunath Human Resources

| Total Solution For You....|

Please sign duplicate of this letter in token of acceptance and return the same to us.

With Best Luck

I have read & understood the above terms and conditions of employment and accept the same. The original of this letter is in my possession.

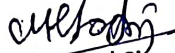
(SIGNATURE)

Place: Aurangabad

Date: 12-06-2023



For Manjunath Human Resources


Authorized Signatory.



Manjunath Human Resources

| Total Solution For You....|

Annexure-A

NAME: MS. SHITAL BHAGWAT PENDHARI

DESIGNATION: - OFFICER

EARNING HEAD	AMOUNT	DEDUCTION HEAD	AMOUNT	NET PAYABLE
BASIC	8000/-	PROVIDENT FUND	1860/-	
SPECIAL ALLOWANCE	7500/-	ESIC	0/-	
H R A	3500/-	PROFESSION TAX	200/-	
EXECUTIVE ALLOWANCE	6900			
TOTAL GROSS	25900/-	TOTAL DEDUCTION	2060/-	23,840/-
BONUS @8.33% on Minimum Wages	1291/-			
EMPLOYERS PF CONTRIBUTION @ 12%	1860/-			
EMPLOYERS ESIC CONTRIBUTION @ 3.25%	0/-			
OTHER TOTAL	2151/-			
MONTHLY CTC	29051/-			
ANNUAL CTC	348612/-			

*Bonus amount may change as per changes in Minimum Wage/ Bonus Act.

1. IF CANTEEN/FOOD WILL AVAIL, EXTRA CHARGES PER DAY WILL BE DEDUCTED FROM EMPLOYEE SALARY AS PER COMPANY POLICY.
2. IF TRANSPORTATION WILL AVAIL (FIXED BUS ROUTE) FROM AURANGABAD TO GOOD YEAR OR FROM WALUJ TO GOOD YEAR CHARGES WILL BE DEDUCTED FROM EMPLOYEE SALARY.
3. OTHER TERMS/CONDITION AS MUTUALLY AGREED UPON.

Your Bank Name, BANK Account number & IFSC Code:-HDFC- 50100285022260 - HDFC0003671

AAdhar Number: 729120901671

PAN Number: ENJPP2404M

I have read & understood the above terms and conditions of employment and accept the same. The original of this letter is in my possession.

(SIGNATURE)



Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
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(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. SHUBHAM DHAWLANPURE**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9021632870**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

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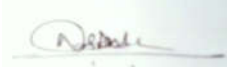
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(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. SUBHASH SAINATH DHAS**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **9834522301**

COMPANY NAME: - OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD

COMPANY ADDRESS: - GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD

STIPEND & FACILITY: - 15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.

APPRENTICESHIP TRAINING PERIOD: - 1 YEAR (12 MONTHS) FOR APPRENTICESHIP

Offer Date: - 01-04-2023 TIME: 8 AM TO 4 PM

NATURE OF WORK: - PRODUCTION DEPT / QUALITY DEPT.

AGE: - BETWEEN 18-29 YEARS

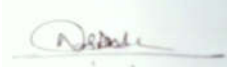
FOOD AND ROOM EXPENSES: WILL BE PAID BY CANDIDATE HIMSELF.

CONSULTANCY FEES: FREE SERVICE. NO FEES AT ANY STAGE TO CANDIDATE

PLEASE ATTACH FOLLOWING DOCUMENTS WITH THIS OFFER LETTER:

- 1) **BIODATA / RESUME – 2 XEROX**
- 2) **10th / 12th MARKSHEET – 2 XEROX**
- 3) **DEGREE ANY 1 SEMESTER MARKSHEET – 2 XEROX**
- 4) **PAN CARD – 2 COPIES XEROX + ORIGINAL**
- 5) **ADHAR CARD – 2 COPIES XEROX + ORIGINAL**
- 6) **BANK PASSBOOK – 2 COPIES XEROX + ORIGINAL**
- 7) **PASSPORT SIZE PHOTO – 3 COPIES**

For Excel Placements



Chief Consultant

EPP REGISTRATION: www.mahaswayam.gov.in
ITI APPRENTICE REGISTRATION: www.apprenticeshipindia.gov.in
DIPLOMA & DEGREE APPRENTICE REGISTRATION: www.mhrdnats.gov.in

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. TEJAS SANJAY SURADKAR**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **7972671226**

COMPANY NAME: - **OMR BAGLA AUTOMOTIVE SYSTEMS INDIA LTD**

COMPANY ADDRESS: - **GUT NO 217, CHITEGAON, TALUKA PAITHAN, DIST. AURANGABAD**

STIPEND & FACILITY: - **15000/- 8 HRS DUTY + FREE BUS FACILITY, SUBSIDIZED CANTEEN.**

APPRENTICESHIP TRAINING PERIOD: - **1 YEAR (12 MONTHS) FOR APPRENTICESHIP**

Offer Date: - **01-04-2023 TIME: 8 AM TO 4 PM**

NATURE OF WORK: - **PRODUCTION DEPT / QUALITY DEPT.**

AGE: - **BETWEEN 18-29 YEARS**

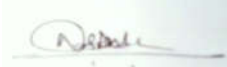
FOOD AND ROOM EXPENSES: **WILL BE PAID BY CANDIDATE HIMSELF.**

CONSULTANCY FEES: FREE SERVICE. NO FEES AT ANY STAGE TO CANDIDATE

PLEASE ATTACH FOLLOWING DOCUMENTS WITH THIS OFFER LETTER:

- 1) **BIODATA / RESUME – 2 XEROX**
- 2) **10th / 12th MARKSHEET – 2 XEROX**
- 3) **DEGREE ANY 1 SEMESTER MARKSHEET – 2 XEROX**
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For Excel Placements



Chief Consultant

EPP REGISTRATION: www.mahaswayam.gov.in
ITI APPRENTICE REGISTRATION: www.apprenticeshipindia.gov.in
DIPLOMA & DEGREE APPRENTICE REGISTRATION: www.mhrdnats.gov.in

Date: 29th Mar 2023

NATIONAL APPRENTICE TRAINING OFFER LETTER
(NAPS/NATS/EPP)
(Under Apprentices Act, 1961)

CANDIDATE NAME : - **Mr. TRIMBAKESHWAR SOMINATH PALHAL**

QUALIFICATION : - **B.TECH MECHANICAL ENGINEER**

CONTACT NUMBER: - **7387545769**

COMPANY NAME: - AURANGABAD AUTO ANCILLARY PVT LTD

COMPANY ADDRESS: - H 27, MIDC AREA WALUJ, AURANGABAD

STIPEND & FACILITY: - 12500 + 500/- 8 HRS DUTY + SUBSIDIZED CANTEEN.

APPRENTICESHIP TRAINING PERIOD: - **1 YEAR (12 MONTHS) FOR APPRENTICESHIP**

Offer Date: - **01-04-2023 TO 05-04-2023 TIME: 8 AM TO 4 PM**

NATURE OF WORK: - **PRODUCTION DEPT / QUALITY DEPT.**

AGE: - **BETWEEN 18-29 YEARS.**


FOOD AND ROOM EXPENSES: **WILL BE PAID BY CANDIDATE HIMSELF.**

CONSULTANCY FEES: FREE SERVICE. NO FEES AT ANY STAGE TO CANDIDATE

PLEASE ATTACH FOLLOWING DOCUMENTS WITH THIS OFFER LETTER:

- 1) **BIODATA / RESUME – 2 XEROX**
- 2) **10th / 12th MARKSHEET – 2 XEROX**
- 3) **DEGREE ANY 1 SEMESTER MARKSHEET – 2 XEROX**
- 4) **PAN CARD – 2 COPIES XEROX + ORIGINAL**
- 5) **ADHAR CARD – 2 COPIES XEROX + ORIGINAL**
- 6) **BANK PASSBOOK – 2 COPIES XEROX + ORIGINAL**
- 7) **PASSPORT SIZE PHOTO – 3 COPIES**

For Excel Placements



Chief Consultant

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

GST NO: 27AIDPD0705E1Z0

Mail ID :atharvjdawkar@gmail.com

Pan No: AIDPD0705E

TO,

Ajay Raju Chavan

7391014821

This is to certify that mr. Ajay Raju Chavan has done his internship in site engineer at "GORAKSHANATH TRADERS & CONSTRUCTION", beed, from 08 march 2023 to 30 may 2023.

He has worked on a project titled "jal jivan" project by central government of india. This project was aimed at "har ghar gal" As part of the project.

During his internship he has demonstrated his skills with self-motivation to learn new skills. His performance exceeded our expectations and he was able to complete the project on time.

We wish him all the best for his upcoming career.

Gorakshnath Traders & Construction Pvt.Ltd

GORAKSHANATH TRADERS & CONSTRUCTION

Date :- 10 June 2023

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

Mail ID : atharvjdawkar@gmail.com

GST NO: 27AIDPD0705E1Z0

Pan No: AIDPD0705E

To,

Atharv Sopan Gadhe

9356743410

Dear Atharv,

This letter is to offer you a position with the project at Raigadh of Gorakshanath Traders & Construction site of Under Jal Jivean Mission It is great pleasure that we offer you the position of site Engineer you will be based in Raigadhand report to the project head your place of work will be "Raigadh "based on our capabilities and accomplishments I believe that your talents will not only benefit of Gorakshanath Traders & Construction but also our mutual relationship will assist you in reaching your personal and professional goals.

your detailed compensation plan will be give to you at the time of joining your compensation will be rs 21,000 give to you {twenty one thousand only} per month full time as per company requirement casual sick and privilege leave and other benefits as per company policy.

I amnticipation that you will accept this offer by date{ 7days from offer } upon joining you will be required to submit the following documents on the date of your reporting.

a. Copy of Pan Card

b. Aadhar Card

C. Two Passport Sized Photographs.

You will be on probation for three months from the date of your joining. your services will be confirmed in writing after the successful completion of your probation period. the probation period may be extended if your performance dose not meet expectations.

please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. the additional copy is for your files



Gorakshnath Traders & Construction

Gorakshanath Traders & Construction

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

GST NO: 27AIDPD0705E1Z0

Mail ID : atharvjdawkar@gmail.com

Pan No: AIDPD0705E

Annexure to the letter dated ...of the name of candidate for position of position title at place office.

Compensation letter

The employee shall be entitled to receive compensation following the terms outlined in this compensation letter for all the services of every nature rendered and to be rendered by the employee In connection with his employment with the company as laid down in this agreement in India the employee shall be bound by the terms and condition outlined in this agreement.			
CTC Breakup			
Name Of Employee.	Atharv Sopan Gadhe		
Designation	Site. Engineer		
Level	B		
Date of joining:	08/03/2023		
1	Basic Salary	15000/-	
2	Petrol Allowance	3000/-	
3	Conveyance Allowance	3000/-	
4	Medical reimbursement	-	
5	Special allowance	-	
6	Medical reimbursement	-	
7	Travel allowance	Benefits as per company policy	
8	Provident fund {employer contribution}	-	
9	Gratuity Fund (Employer Contribution)		
10	Benefit As Per Company Policy		



Gorakshnath Traders & Construction

Gorakshnath Traders & Construction

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

Mail ID :atharvjdawkar@gmail.com

GST NO: 27AIDPD0705E1Z0

Pan No: AIDPD0705E

Atharv Sopan Gadhe I am eagerly looking forward to having you join our team should you have any questions please do not hesitate to contact me.

Sincerely:

Project Manager

I accept this action as obtained above and confirm that my start date.08/03/2023

signature

name -Atharv Sopan Gadhe

date -08/03/2023

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

GST NO: 27AIDPD0705E1Z0

Mail ID :atharvjdawkar@gmail.com

Pan No: AIDPD0705E

TO,

Prasad Ankush Rathod

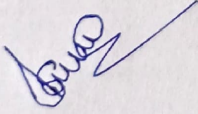
8411971092

This is to certify that mr. Prasad Ankush Rathod has done his internship in site engineer at "GORAKSHANATH TRADERS & CONSTRUCTION", beed, from 08 march 2023 to 30 may 2023.

He has worked on a project titled "jal jivan" project by central government of india. This project was aimed at "har ghar gal" As part of the project.

During his internship he has demonstrated his skills with self-motivation to learn new skills. His performance exceeded our expectations and he was able to complete the project on time.

We wish him all the best for his upcoming career.



Gorakshnath Traders & Construction Pvt.Ltd

GORAKSHANATH TRADERS & CONSTRUCTION

Date :- 10 June 2023

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

Mail ID : atharvjdawkar@gmail.com

GST NO: 27AIDPD0705E1Z0

Pan No: AIDPD0705E

To,

Abhijeet vandev Shendre

9881814724.

Dear Abhijeet,

This letter is to offer you a position with the project at Raigadh of Gorakshanath Traders & Construction site of Under Jal Jivean Mission It is great pleasure that we offer you the position of site Engineer you will be based in Raigadh hand report to the project head your place of work will be "Raigadh "based on our capabilities and accomplishments I believe that your talents will not only benefit of Gorakshanath Traders & Construction but also our mutual relationship will assist you in reaching your personal and professional goals.

your detailed compensation plan will be give to you at the time of joining your compensation will be Rs 21,000 give to you {twenty one thousand only} per month full time as per company requirement casual sick and privilege leave and other benefits as per company policy.

I amnticipation that you will accept this offer by date{ 7days from offer } upon joining you will be required to submit the following documents on the date of your reporting.

- a. Copy of Pan Card
- b. Aadhar Card
- C. Two Passport Sized Photographs.

You will be on probation for three months from the date of your joining. your services will be confirmed in writing after the successful completion of your probation period. the probation period may be extended if your performance does not meet expectations.

please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. the additional copy is for your files



Gorakshnath Traders & Construction

Gorakshanath Traders & Construction

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

GST NO: 27AIDPD0705E1Z0

Mail ID : atharvjdawkar@gmail.com

Pan No: AIDPD0705E

Annexure to the letter dated ...of the name of candidate for position of position title at place office.

Compensation letter

The employee shall be entitled to receive compensation following the terms outlined in this compensation letter for all the services of every nature rendered and to be rendered by the employee In connection with his employment with the company as laid down in this agreement in India the employee shall be bound by the terms and condition outlined in this agreement.			
CTC Breakup			
Name Of Employee.	<u>Abhijeet Vandev Shendre</u>		
Designation	Site. Engineer		
Level	B		
Date of joining:	08/03/2023		
1	Basic Salary	15000/-	
2	Petrol Allowance	3000/-	
3	Conveyance Allowance	3000/-	
4	Medical reimbursement	-	
5	Special allowance	-	
6	Medical reimbursement	-	
7	Travel allowance	Benefits as per company policy	
8	Provident fund {employer contribution}	-	
9	Gratuity Fund (Employer Contribution)		
10	Benefit As Per Company Policy		

Gorakshnath Traders & Construction

Gorakshnath Traders & Construction

GORAKSHANATH TRADERS & CONSTRUCTION

PRO.ER.JALINDAR PRALHADRAO DAWKAR

Mob. No. 9209991111

Mail ID : atharvjdawkar@gmail.com

GST NO: 27AIDPD0705E1Z0

Pan No: AIDPD0705E

Abhijeet Vandev Shendre I am eagerly looking forward to having you join our team should you have any questions please do not hesitate to contact me.

Sincerely:

Project Manager

I accept this action as obtained above and confirm that my start date.08/03/2023

signature

name -Abhijeet Vandev Shendre

date -08/03/2023

June 25, 2021

HRD/2T/1002111970/21-22

Ms. Gayatree Bedve
Durga Apartment Swapannagri Plot No.17
Flat No. 1 Garkheda Parisar
Aurangabad-431005
India

Ph: +91-7972986436

Dear Gayatree,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.25 16:14:48 IST
Reason: Digitally Signed
Location: Bangalore

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

June 25, 2021

HRD/1002111970/21-22

Ms. Gayatree Bedve
Durga Apartment Swapannagri Plot No.17
Flat No. 1 Garkheda Parisar
Aurangabad-431005
India

Ph: +91-7972986436

Dear Gayatree,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **05-Jul-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of INR **461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR **4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your diploma, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.06.25 16:14:48 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Gayatree Bedve
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

KODSOFT, Sai Ellouera Building, Office no.301, Sr No.3/2, Near Rohan Tarang building,
Wakad, Pune -411057
www.kodsoft.in

Letter of offer

KodSoft

Private and Confidential

Date- 18/09/2023

Mr. Aditya Pandurang Bembade, At- Permanent address: S/O Bembade Panduranga, Ra.
Ganjurwadi Post. Ganjur Tq. Chakur Ganjurwadi, Latur, Maharashtra - 413581.

Dear Mr Aditya Pandurang Bembade,

Re: Offer letter of Employment

We are pleased to offer you the position of Software developer with us here at KodSoft.
Where we hope you will enjoy your role and make a significant contribution to the
success of the business.

Commencement Date

Your employment is commencing on 19 Sept 2023 here. With 3 month complete Internship

Location

You will be based at Pimpri-chinchwad - Pune but may be required to work at such other
locations within Pune as reasonably determined by the needs of the business.

KODSOFT, Sai Ellouera Building, Office no.301, Sr No.3/2, Near Rohan Tarang building,
Wakad, Pune - 411057
www.kodsoft.in

Letter of offer

Welcome and Acceptance

Aditya Pandurang Bembade, we would like to take this opportunity to welcome you to KodSoft. and wish you a long and rewarding career with us.




Yours sincerely,

Tanvirara Sayyad (Founder & CEO)

KodSoft, Pune.

I, Aditya Pandurang Bembade, accept the terms and conditions of this offer letter.

Signed: _____

k</>dsoft

GROW YOUR BUSINESS WITH US

ANNEXURE -B

Date: 11 / 9 / 2023

LETTER OF JOINING

To,
The Principal,
Shreeyash College of Engineering & Technology,
Chhatrapati Sambhajinagar

Subject: Joining Letter

Respected Sir,

With reference to above subject and letter of Appointment provided by you,

I, Mr / Ms. Kulthe Swapnali Pureshottam shall be joining your organization as Lecturer in CSE Department at Shreeyash College of Engineering & Technology, Chhatrapati Sambhajinagar from today, 11-9-2023

I will follow all the rules and regulations as per the guidelines of my superiors. I hereby undertake to serve this institute for a period of minimum two years from the date of joining. This is for your kind permission and information.

Thanking You.

Swapnali
Yours Faithfully

[Signature]
Principal

[Signature]
CEO

Name of the Candidate	Abhijeet Londhepatil
Level	Level - 2
Designation Function	Lead Engineer
Location	Pune Office
Nationality	Indian
Start Date (DD/MM/YYYY)	01-02-2023

Compensation & Benefit Plan			
Salary Heads	STRICTLY CONFIDENTIAL		
	Annual	Monthly	Percentage
Basic Salary	2,53,000 ₹	21,083 ₹	30%
House Rent Allowance (50% of Basic salary)	1,26,500 ₹	10,542 ₹	15%
LTA (One month's basic salary; payable on monthly basis)	21,083 ₹	1,757 ₹	3%
Flexi Pay*	3,95,653 ₹	32,971 ₹	48%
Gross Monthly Salary	7,96,237 ₹	66,353 ₹	96%
Annual Variable Pay (linked to Co. & Individual results) % of Annualized Salary	0 ₹		0%
Provident Fund : 12% of Base salary with capping of ₹.15000 as basic salary	21,600 ₹	1,800 ₹	2.6%
Gratuity - Yearly Accrual (Payable after continuous service of 5 years on separation)	12,163 ₹		1.5%
Annualized Salary (on Cost to company basis)	8,30,000 ₹		100%
Relocation Allowance**	3,00,000 ₹	25,000 ₹	

Employee Care Plan	Sum Insured	
Group Medclaim Insurance (Self + depending parents & children < 80 year's & < 24 year's age respectively) - SI >	5,50,000 ₹	₹.22000 appx. per employee family but not treated as part of Cost to Company
Group Personal Accident Insurance (For self) SI >	50,00,000 ₹	
Group Term Insurance (For self) SI >	50,00,000 ₹	
Annual Vacation Days	21	Exclusive of Weekly off
Work from home policy (with prior sign off from manager)		
Annual Public Holidays (With Mandatory & Optional Holidays)	11	You may chose holidays of your choice

Additional benefits for employees working in shifts	
*Shift Allowance ₹ 250 per day	
*Night Shift Allowance ₹ 400 per night	
Standby ₹ 400 per day & On Call Allowance ₹ 400 per day	
To & Fro Cab facility within 20 kms. radius of office location	
Flexi Pay Options	
Flexi Pay offers - Food Coupons, Telephone, Fuel, Health Club membership and Driver's salary reimbursement upto fixed limits as per Income tax rules. On joining you need to declare your choices.	

Payment Cycle	
Salary Pay day	Two days prior to end of the month/ weekly off/public holiday excluded
Annual Market Correction	(Jan-Dec) declared & paid in April

Retention Bonus
You will be paid INR 1,50,000 (One Lakh Fifty Thousand) as Retention bonus in two tranches on completion of 6 months and 12 months respectively from the date of joining

Relocation Allowance
You would be eligible for relocation allowance starting with effect from your actual date of permanent relocation to Pune. Post joining T-Systems it will be merged into special allowance during next Market Correction cycle in 2024.

Poornima Iyer
Function Head - Talent Acquisition

Ritesh Karkera
Deputy Manager - Talent Acquisition

Signature of the Candidate

Abhijeet Londhepatil
1089, Sahyadri Niwas, N6, CIDCO, Aurangabad. 431003

19-January-2023

Dear Abhijeet,

It gives us pleasure in offering you career opportunities with T-Systems. We would like you to join us on or before 01-February-2023 at our Pune Office. This Appointment letter is in pursuance with our discussions had with you recently.

Terms & conditions of your appointment are as below;

1. Job Title & Organization Level

You will be designated as 'Lead Engineer' in organization at Level - 2, reporting to the Pune Office of T-Systems ICT India Pvt. Ltd.,

2. Remuneration

You will be paid a gross annualized target income of INR 8,30,000 (Rupees Eight Lakhs Thirty Thousand). You will be paid your remuneration on two days prior to month end through a bank transfer broken into twelve equal installments or proportionately for lesser period based on your attendance accruing to you after deducting tax at source as per the provisions of Income Tax Act, 1961 and other deductions as per applicable law.

Your assignment entails Management/ Administrative /Supervisory responsibilities and this has reflected in your compensation package. All additional work in excess of your standard working hours a week is covered in your total remuneration as mentioned above. There shall be no additional payment on account of extra hours worked in excess of 40 hours a week or otherwise.

The Company shall have the right to vary, modify or reduce any items of your compensation package as it deems fit from time to time depending upon the Company's performance vis-à-vis market conditions. A month's notice will be given informing you the likely changes in your compensation.

3. Benefits

In addition to the above, you will be entitled for various benefits & perquisites enumerated in detail in the Employee Handbook. All retirement benefits such as gratuity and provident fund shall form part of your total compensation. A break up of all your remuneration components is attached with the Appointment letter.

Abhijeet Londhepatil

19.01.23

4. Income Tax Payment

All payments received by you from the Company are subject to Income tax deducted at source as per the Income tax rules applicable from time to time. However, the onus to satisfy your Assessing Officer regarding your tax liability shall exclusively lie on you.

5. Paid time Off & Holidays

You would be entitled for 21-day annual leave on confirmation and 11 public holidays in a year. We urge you to go through 'Leave & Holidays Policy' saved in common folder.

6. Roles & Responsibilities

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

1. Your basic job responsibilities will be explained to you on joining T-Systems ICT India Pvt. Ltd. Please note that besides your core job functions you will be required to carry out other jobs assigned to you from time to time by the Management.

2, You shall not divulge to anyone, whether a direct competitor or otherwise, by word of mouth or otherwise any particulars or details of our security source code, security arrangements and administrative and / or organizational matters whether confidential, secret or otherwise, which you may acquire during the course of your employment with the Company. You shall also use your best endeavor to prevent the disclosure, communication and publication of any confidential information.

3. You are also required to ensure that the Company's interests are not prejudiced at any time while discharging your duties assigned to you. You may also become a party of the non-disclosure agreements, or the Official Secret Act with the customers. Under no circumstances should you sign any such agreements without prior reference to the Head of Human Resources of the Company. You will be provided with an opportunity to question the meaning of the agreement so that you fully understand all the obligations contained in the agreement. You acknowledge that in the absence of an express agreement you are not relieved from the obligations of maintaining the confidentiality of customer information as provided for in this clause.

4. You shall devote full time to the work of the Company and shall not undertake any direct/indirect business or any other assignment whether honorary or remunerative, except with prior written permission of the Company.

5. Although, your official place of work will be in Pune office, your services are liable for transfer anywhere in India or abroad, in any section/department/office/establishment/branch and /or any member/sister concern of the Company either in existence or which may come into existence in future. As far as possible the Company would try to give you a 15 days' notice before undertaking such transfer however, it may not be possible to give such notice incase of acute business exigencies and in such case you will undertake such transfers immediately.

6. Your services will be guided by the 'Employee Handbook' and various policies and procedures set out therein. The Company shall be within its rights to amend/alter/change/remove any policies without furnishing any reasons and notice.

7. Your job entails shift working and /or beyond normal working hours depending on the exigencies of work.

7. Intellectual Property

1. To the extent permitted by law, all patents, copyright, registered design right, trademarks, confidential information and know-how in any works or software, which is created by you during your employment (the Intellectual Property Rights) belong to the Company absolutely and /or the Company's suppliers or licensees.

2. You must promptly and fully disclose any Intellectual Property Rights to the Company and shall, at the request and expense of the Company, execute such documents and do such things as may be required to vest such rights in the Company or to provide evidence of such vesting as the case may be. The provisions of this clause shall be without prejudice to your rights under the Patents Act.

3. In relation to any Developments, which are created wholly outside the course of your work for the Company and which, are capable of being used in connection with the business of the Company you undertake;

3.1 Promptly and fully to inform the Company of the existence of any Development; and

3.2 to grant the Company a first option to purchase any Development (including the right to make patent applications at the Company's expense) for such sum as in all the circumstance is reasonable or if agreement on the amount cannot be reached such amount as shall be determined by an adjudicator to be appointed by the parties.

3.3 For the purpose of clarity of clause 'Development' includes all material which copyright subsists or rights of like nature, trademarks, registered designs and all other intellectual property rights.

3.4 For the purposes of this clause, you hereby irrevocably and by way of security authorize the Company as your attorney in your name to execute and sign any documents or do any things on your behalf, which are required in order to give effect to the provisions of this clau

8. Background Check

1. The Company will be within its right to check your previous employment background and education background. Your continuation in the services of the Company shall depend upon receipt of favorable response from the professional agency retained by the Company to validate the information provided by you while seeking employment.

2. The Company shall be within its rights to terminate your services without notice or compensation in lieu thereof, if the information furnished by you while seeking employment, is found to be incorrect or misleading or suppressed or upon being found convicted for criminal acts, notwithstanding and without prejudice the Company shall be within its rights to initiate legal action against you to recover any damages caused by you.

9. Separation

1. Either party may terminate this employment contract by serving three months notice on the above address or compensation equivalent to three month's gross salary. The Company depending upon the business exigencies shall be within its right to refuse payment offered by you in lieu of the notice and may ask you to serve the entire period of notice by executing your normal duties.

2. You will be governed by the conditions set out in 'Employee Handbook' Chapter Separation'.

3. Your services may be terminated upon non-satisfactory performance in the opinion of your manager in compliance with clause no.10.1.

4. You shall retire from the services of the Company on attaining 60 (Sixty) years of your age.

10. Fitness

1. Your appointment and continuance of your employment with the Company is subject to you being physically fit to carry out the jobs assigned by your Manager. While offering you employment in the Company, you undertake that there are no medical conditions, which could affect your performance or cause health problems to your colleagues or customers of the Company.

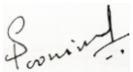
2. You undertake to inform your Manager & HR Manager immediately if such medical conditions arise whilst employed by the Company. Your employment could be terminated upon you being incapacitated to carry out your assignments satisfactorily.

This appointment letter will now supersede all other terms and conditions, agreements, service conditions, practices, usages & customs in the past whether expressed or implied.

By joining the company on the prescribed date, it is presumed that you have accepted all terms and conditions of this appointment.

While welcoming you in the family of **T-Systems**, we hope you would excel in your endeavors and help make our Company a success story.

Welcome on the board,
Yours faithfully,



Poornima Iyer
Functional Head – Talent Acquisition



Ritesh Karkera
Deputy Manager – Talent Acquisition

Signature of the Candidate

09.October.2023

Samiksha Deepak Wavre
Plot no 78, Bhagwati Colony,
Near Jawahar Colony,
Aurangabad - 431001

Dear Samiksha,

We are pleased to welcome you onboard with Mavenir Systems Pvt. Ltd. ("MSPL" or "Company"). You are appointed as "Graduate Engineer, Operations" on the following terms and conditions with effect from 09.October.2023.

Service Conditions: The following terms and conditions will be applicable to this relationship.

- 1. Compensation & Benefits:** The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
 - ✓ Annual Fixed Salary: Cost To Company (CTC) is **INR.3,00,000 p.a.(Rupees Three Lakhs Only per annum)**, subject to applicable deductions as per Income Tax rules. The remuneration shall be paid to you in accordance with the Company's normal payroll practices.
 - ✓ Annual Benefit Plan is **INR.62,905(Rupees Sixty Two Thousand Nine Hundred Five Only)**
 - ✓ Total Cost To Company (TCTC) **INR.3,62,905 p.a.(Rupees Three Lakhs Sixty Two Thousand Nine Hundred Five Only)**

The detailed breakdown of your annual salary is given in Annexure 'A' of this appointment letter.

- a. Pay and Salary Review:** Your salary will be reviewed periodically as per the Company policy. Changes in salary are at the discretion of the Company and will be subject to and based on effective performance and prevailing economic conditions and other relevant criteria. You will be solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or that tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability that you may face due to such revisions.
- b.** You would be eligible for reimbursements as part of other allowance as per MSPL's prevailing policies. The reimbursements are subject to tax deductions as per prevailing income tax regulations.
- c.** The remuneration offered to you has taken into consideration your appointment in the executive cadre of MSPL. You will, thus, not be entitled to any other payment by way of deferred wage and overtime wages.
- d.** You are not entitled to payment for hours worked beyond your normal hours of work. Where overtime is required on a regular basis then payments may be made at Management discretion.
- e.** The Company may, subject to applicable laws, at any time during the term of your employment deduct from your pay, including your final salary on termination, any amounts which you may owe to the Company including without limitation any overpayment (e.g. holiday pay, statutory sick pay) or loans made to you by the Company, repayment of relocation or losses suffered by the Company as a result of your negligence, breach of authority or breach of the Company's rules. The above is not exhaustive.
- f.** In the event of your separation from the services of MSPL before the completion of 18 months of

Employee Signature:

Date:

continuous service from the date of your joining, MSPL reserves the right to recover cost incurred towards your relocation, Joining Bonus and any other benefits availed at the time of joining.

2. **Employee Benefits:** You will be covered under Company's employee Insurance benefits prevailing during your tenure. Your employment benefits at MSPL would be in accordance with prevailing Human Resources policies and would include Group Medical Cover, Group Accident Cover & Group Life cover. If you do not wish to receive this benefit please inform us, in writing, by return.
3. **Holidays and Leave**
 - a. The holiday year runs from 01 January to 31 December. Employees are entitled to Earned leave and Sick Leave as per the prevailing policy for a complete years service plus 13 days of declared Holidays (inclusive of 1 optional holiday).
 - b. Employees joining the Company during the year will be entitled to holiday pro rata for each completed calendar month in the year. Employees joining the Company part way through the year receive leaves on a pro-rata basis.
 - c. Where employees have taken more leave than they have accrued, the overpayment of holiday pay will be deducted from salary due on Separation.
 - d. Leave may be taken only after approval by your Manager.
4. **Re-designation:** The Company reserves the right to re-designate the employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof. Any such change shall not be deemed to violate the terms of this letter or constitute any basis for constructive or involuntary termination of employment, provided that your base salary is not reduced and your other remuneration for services rendered to the Company is not substantially reduced.
5. **Place of Work:**
 - a. Your normal place of work will be Mavenir Systems Private Limited, office located at Manyata Tech Park, Nagawara, Outer Ring Road, Bangalore.
 - b. You will be initially based at MSPL, India. However, MSPL based on its business needs and/or at its discretion can transfer you to any of its branch offices, subsidiaries, associate/affiliate companies or client offices, or any other location in India or overseas. In such cases, your employment may be governed by the terms and conditions of service applicable at the new location/company.
6. **Full time Work:** You shall be in whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work in advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during your employment with the Company.

Normal Working Hours:

- a. Hours of work are 40 hours per week. However, you will be expected to work any additional hours, which may be required to carry out your duties and shall not be entitled to receive any additional remuneration for such additional work.
- b. On commencement of employment your normal working hours are:
 - i. Monday to Friday 9.00 am to 6.00 pm (including your lunch break)
- c. The Company reserves the right to amend normal starting and finishing times and to discontinue flexible working.

You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event that the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action committed by you in violation of this clause, you shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

Employee Signature:

Date:

7. Probation & Confirmation

- a. You will be on probation for a period of three (3) months from the date of your joining MSPL and receipt of references satisfactory to the Company.
- b. If, for any reason the references supplied do not meet our requirements, we reserve the right to withdraw this appointment.
- c. Your probation period may be extended, if considered necessary, at the discretion of MSPL. In a situation where your employment at MSPL cannot be confirmed at the end of the probation period, MSPL reserves the right to immediately terminate your services without any notice or consideration, provided the probation period (including any extension) does not exceed 6 months.
- d. Confirmation on probation is decided on the basis of the following factors: -
 - Induction Attendance
 - Manager review and feedback
 - Score of 50% or more in the Probationer Review test

8. **Responsibilities:** You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires, without any expectation of additional remuneration.

9. **Travel:** You may be required to undertake travel in and outside India on Company work, and you will be reimbursed travel expenses as per the Company Policy.

10. **Confidentiality:** The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of your conditions of service. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.

11. **Protection of Interest:** If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or customers, such developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company or any affiliate, holding, or subsidiary entity of the Company by you, whether before or after commencement of employment with the Company (**Intellectual Property**), such Intellectual Property will be fully communicated to the Company and ownership of, and all right, title and interest in such Intellectual Property shall vest in and remain the sole right/property of the Company. All Intellectual Property created by you shall be regarded as having made under a contract of service.

In consideration of your employment with the Company, you hereby transfer and assign in favour of the Company, all rights, title and interest in and to all the Intellectual Property, together with the right to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. Such assignments shall be perpetual, worldwide and royalty free.

Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material will not lapse nor will the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within the period of one year from the date of assignment. You will not raise any objection or claims to the Copyright Board with respect to the assignment pursuant to Section 19 A of the Copyright Act, 1957. You will assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.

You shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which you may make or discover during the continuance of your engagement relating to the Company's trade or business and shall give full information as to the exact mode of working

Employee Signature:

Date:

and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.

You shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which we may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as we may direct and to vest in us, the whole, right, title and interest therein.

12. **Conflict of Interest:** If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.
13. **Past Record:** If any declaration given or information furnished by you to the Company prove to be false or if you are found to have willfully suppressed any material information in such case your services will be liable to be terminated without any notice.
14. **Governing Law and Dispute Resolution:** This agreement is to be governed and construed by the laws of India. All the disputes and differences arising between you and the Company, including any dispute or difference in regard to the interpretation of any provision or term or the meaning of this engagement, or in regard to any claim of one party against the other or in regard to the rights and obligations of you or the Company under this engagement or otherwise, howsoever, shall be resolved through conciliation, failing which it shall be referred to an Arbitrator appointed by the Company. Governing law of arbitration shall be Indian Arbitration and Conciliation Act of 1996. The place of Arbitration shall be in Bangalore. Either you or the Company shall be entitled to apply to the courts at [Bangalore], India for interim or interlocutory relief in respect of this agreement. You specifically agree and understand that any breach or threatened breach of the terms of this agreement is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by money damages. Therefore, in the event of any such breach or threatened breach, you agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance, and you hereby waive the adequacy of a remedy at law as a defense to such relief. However, the Company under this engagement or otherwise, howsoever, shall be governed by and construed in accordance with the laws of India. The courts at Bangalore, India shall have the exclusive jurisdiction over all disputes or claims between you and the Company under this agreement.
15. **Separation:** On separation, you will immediately give up to the Company before you are relieved all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and/or personal use as per the various schemes applicable to you as a part of your Compensation & Benefits.
16. **Non-Solicitation**
 - a. You will not employ, solicit or encourage any restricted employee to leave our employment for the purpose of being involved in a business developing, manufacturing or selling products similar to MSPL, software consultancy and equipment servicing or any prospective employee with whom the Company had discussions or negotiations within six months prior to termination of your employment, not to establish a relationship with the Company.
 - b. A restricted employee means an employee or consultant of the Company engaged in a managerial, sales, marketing or engineering capacity and with whom you have had personal contact in the 24 months prior to termination of your employment.

Employee Signature:

Date:

- c. This restriction is to apply during your employment and for a period of twenty-four months after your separation from the company.
- 17. **Grievance Procedure:** If you have any grievance relating to your employment you should raise this as per the Grievance Procedure detailed in the HR policy.
- 18. **No Smoking Policy:** MSPL operates a 'No Smoking' Policy throughout its sites.
- 19. **Collective Agreements:** Your terms and conditions of employment are not subject to collective agreements with Trade Unions.
- 20. **Retirement:** You will retire from your services on attainment of the normal retirement age fixed by the Company, which at present is 60 years. The date of birth as recorded at the time of employment will be reckoned for this purpose.
- 21. **Separation / Termination**
 - a. You are required to give 2 months notice in writing of your intention to terminate your employment with the Company during your probation period. The notice period shall be 3 months after the confirmation of your services. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by you without the Company's express consent. The Company reserves the right to waive all or part of such notice period or allow you to pay in lieu of all or part of such notice period at its sole discretion.
 - b. Should the Company terminate your employment, you will be entitled to 2 months notice during your probation period and 3 months notice after your confirmation.
 - c. The Company reserves the right to pay salary in lieu of notice. For this purpose you agree that the payment in lieu will be your gross salary after deducting income tax and Provident Fund contributions for the relevant period and specifically excluding from such calculation any other emolument referable to your employment, whether payable under your contract or otherwise in respect of that period.
 - d. Once notice to terminate employment has been given by you or the Company pursuant to Clause 21(a) or Clause 21(b) respectively, or in the event you seek to resign without notice or by giving shorter notice than required which the Company also agrees to as per Clause 21(a), the Company, for a period to be determined, which shall not be more than the length of your notice period:-
 - i. Will be under no obligation to vest in or assign to you any powers or duties or to provide any work for you; and may prohibit contact between you and clients/customers or suppliers of the Company; and
 - ii. May exclude you from any premises of the Company.
 - iii. PROVIDED ALWAYS that your salary and all contractual benefits will not cease to be payable or provided by reason only of the Company exercising its rights under this clause. This clause will not affect the general right of the Company to suspend for good cause nor affect the rights and obligations of the parties prior to the service of such notice or purported resignation.
 - e. In the event that any documents submitted for the purpose of this employment is found invalid at any point in time, the offer and subsequent appointment stands null and void. In that event, your services will be terminated without any notice and no compensation will be paid towards the same. However, the conditions pertaining to NDA/Confidentiality will stand irrespective of the termination of offer/appointment.
 - f. In the unforeseen event of any breach of Company policy or code of conduct by you, your services can be terminated without any notice or any compensation at the sole discretion of the management.
 - g. The Company also reserves the right to terminate your employment with immediate effect without any notice or pay in lieu thereof in case of any act of misconduct on your part. Acts of misconduct include but not limited to:
 - i. Inattention or negligence in the performance of duties and obligations under this agreement;
 - ii. Repeated failure to comply with lawful directions of the Company and its officers;
 - iii. Breach of terms of this letter;

Employee Signature:

Date:

- iv. Unethical business conduct;
 - v. Breach of any statutory duty or for act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
 - vi. Habitual unauthorized absence for a period exceeding [8] days; Fraud, misappropriation or dishonesty in respect of the Company's property or business;
 - vii. Commission of any act not in conformity with discipline or good behavior or acceptance or offering of illegal gratification;
 - viii. Habitual neglect of work or gross or habitual negligence in performance of the Employee's duties; and
 - ix. Unauthorized disclosure of any Confidential Information of the Company.
- h. If at any time, you are prevented on account of ill-health or accident or any physical or mental disability from performing your duties, you shall inform the Company immediately and supply it with such details as it may be required and if you are unable by reason of ill-health or accident or disability; for a period of three months or more to perform your duties, the Company may forthwith terminate your employment
- i. Any statutory or other 'last in first out' rule or any modifications thereof shall not apply in the event of the termination of your employment for any reason whatsoever.

22. Equitable Remedies and Employee Representations:

You agree and acknowledge that the restrictions contained in clauses 10 (Confidentiality), 11 (Protection of Interest), 16 (Non-Solicitation) and 21 (Separation/Termination) are reasonable and necessary for the protection of the business and goodwill of the Company. The rights and obligations of the parties under clauses 10, 11, 16 and 21 of the agreement shall survive the termination of this agreement and shall not be extinguished by termination of this agreement.

You agree that any breach or threatened breach of the aforementioned clauses is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, you agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such clauses, and you hereby waive the adequacy of a remedy at law as a defense to such relief.

You agree and acknowledge that the restrictions contained clauses 10, 11, 16 and 21 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company's and shall be enforceable independently. While the undertakings and agreements under the clauses are considered by the Company and by you to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

23. The Company reserves the right to review its Terms and Policy from time to time as per the needs of the business environment.
24. **Background Verification:** Your employment is subjected to background verification being cleared.
25. **Medical Examination:** Your appointment is subject to your being certified medically fit by MSPL approved doctors. MSPL would also require you to reconfirm your medical fitness from time to time.
26. **Data Protection:** You confirm that you have read and understood the Company's data protection policy and that you shall comply with the data protection policy when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the

Employee Signature:

Date:

Company. You consent to the Company collecting, processing and handling data, including personal and sensitive personal data, relating to you for legal, personnel, administrative and management purposes.

27. Warranties

You confirm and warrant that:

- a. You have carefully read and fully understand all the provisions of this agreement.
- b. You have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you.
- c. You have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- d. You have all the necessary licences, permissions, consents, approvals, qualifications and memberships required of you to perform the duties under this agreement.
- e. By entering into this agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you. You further undertake to indemnify the Company against any such claims, costs, damages, liabilities or expenses which we may incur if you are in breach of any such obligations.
- f. In the performance of your obligations, you will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
- g. You have never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organisation.

28. Non-waiver: No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

29. Additional Remedies: Notwithstanding anything contained in this agreement, the parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

30. Severability: If any provision of this agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

31. Indemnity: At all times during the course of your employment in the Company (and even after the termination of this agreement with respect to the terms contained herein), you agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of your acts or omissions during the course of employment.

32. Amendment: No modification or amendment of this agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both the parties.

33. Entire Agreement: This agreement and the annexures hereto constitute the entire understanding relating to terms of employment between you and the Company, and supersedes all prior offers, agreements, statements or representations, written or oral between the parties. Further, you acknowledge and agree that, as of the date of this agreement, you have no former claims of any nature, whatsoever against the Company

Employee Signature:

Date:

The terms and conditions are subject to statutory requirements and Company Policy.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter and the other documents attached hereto.

AGREED AND ACCEPTED:

For Mavenir Systems Pvt. Ltd

By:



Print Name: _____

Malini Ramdev
(Senior Director - Human Resources)

Effective Date: _____

Employee Signature:

Date:

ANNEXURE 'A' Salary Stack-up of the employee:

Annexure to the Appointment Letter of Samiksha Deepak Wavre		
Employee Number : 609129		
Date of Joining : 09.October.2023		
Designation Offered : Graduate Engineer, Operations		
Salary Stack-up		
Particulars	Salary Per Month	Salary Per Annum
Basic & DA	21500	258000
House Rent Allowance	920	11040
Company's contribution to PF	2580	30960
Monthly Salary	25000	
A) Annual Fixed Salary: Cost To Company (CTC)		300000
Benefits		
* 1. Insurance (GMC, GAC & GTL)		50501
* 2. Gratuity		12404
B) Annual Benefits Plan		62905
C) TOTAL COST TO COMPANY (TCTC) (A+B)		362905
<p>The above Salary is subject to TDS as per the prevailing Income Tax rules</p> <p>*1. Insurance Coverage under Group Medical cover (GMC), Group Accidental Cover (GAC), Group Term Life (GTL) as per company policy.</p> <p>* 2. Gratuity is payable as per the Gratuity Act. The Value is indicative as the Gratuity amount will be paid only on separation, provided employee has completed eligible years of continuous service as on the exit date.</p> <p>'HRA' is an indicative number, this will vary based on the percentage of HRA you elect for each financial year.</p> <p>'Other Allowance' comprises of Employee contribution to PF and components which are tax deductible as per the prevailing Income Tax rules like LTA, Meal Card, Fuel reimbursements, and Telephone/Broadband reimbursement.</p>		

Employee Signature:

Date:



Regarding offer letter

1 message

Roopa Kulkarni <roopa.kulkarni@globalspace.in>

Mon, 9 Jan, 2023 8

To: Giriraj Yalpalwar <yalpalwar@gmail.com>

Dear Giriraj,

Congratulations! We are pleased to offer you the position of " **Intern**" in our organization at a monthly CTC of **INR 15,000/-** (Fifteen Thousand Only).

You will be on probation for a period of Six months after which the performance will be reviewed and upon satisfaction you will be promoted as permanent employee with revised CTC.

Upon acceptance of this offer, the company may, if required, carry necessary background / referral checks including but not limited to enquiries with your present employer.

Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

On the date of joining, you are requested to submit the following documents (Photocopy along with the originals for verification):

1. Proof of age
2. Proof of Educational and Professional Qualifications
3. Original Relieving letter from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last 3 months pay slips received from the previous employer
6. Two (2) Passport Size Photographs (White background)

A formal appointment letter / Employment Agreement will be issued within 7 days of your joining us.

We are confident you will be able to make a significant contribution to the success and look forward to welcoming you on board.

Please send in your acceptance of the offer with your date of joining within three days of receiving it.

Also Enclosed please find the joining kit. Request you to fill in the details and reply.

Note : We follow the BYOD - Bring your own device policy.

[Quoted text hidden]

--



Thanks & Regards

Roopa Kulkarni

Product Manager

Mobile : +91 7977417934

roopa.kulkarni@globalspace.in



www.globalspace.in

DISCLAIMER

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. Please notify the sender immediate email if you have received this email by mistake and delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or any action in reliance on the contents of this information is strictly prohibited. Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the organization. Finally, the recipient should check this email and any attachments for the presence of viruses. The organization accepts no liability for damage caused by any virus transmitted by this email.

Attachments area



Gaurav Industries

Landing Distributors Kraft Paper Bag & Duplex & Kraft Paper

Gut No.61, Plot No.14, Sajapur Road, MIDC Waluj, Aurangabad 431136 (Maharashtra).
Mob.: 9421801814,9130196415 Email : raghunathdhakne@gmail.com

Date: 19/09/2022

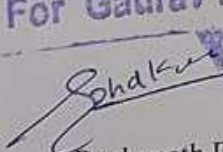
Subject: Letter regarding verification of Mr.Shrikant Bhagat

Dear Sir/madam,

This letter serves to confirmation to Shreeyash college of Engineering that MR. Shrikant Bhagat remain currently employes with company. MR.Shrikant Bhagat has been employed as packing activations associate at Gaurav Industries since 10/08/2021. He works on a full time basis.

MR.Shrikant Bhagat working is provided on fixed period of 2 year only, which will be automatically come to end on expiry of Two year period and neither any notice shall be given

For Gaurav Industries


Proprietor

Raghunath Dhakne
(Owner of Gaurav Industries)



Dhoot Transmission Pvt. Ltd.

Date: 13/01/2022

Sub: - Offer for the post of Diploma Trainee Engineer.

To,

Jeevan Deshmukh

Dear Jeevan,

With the reference to your Offline campus drive and the subsequent personal discussion we had with you. We DHOOT TRANSMISSION PVT.LTD do hereby pleased to offer you the employment for the post of "Diploma Trainee Engineer" as per terms & conditions discussed and mutually agreed during personal discussion.

1. You will get stipend Rs. 10000/- for Degree. + Rs. 1000/- (Incentive as attendance bonus for 26 days working)
2. You will get stipend Rs. 9000/- for Diploma. + Rs. 1000/- (Incentive as attendance bonus for 26 days working)
3. Transportation free & One Time Canteen subsidized payable. (Rs. 20/- per day deduction)
4. Hostel Deduction Rs. 1100/- per month

You are required to work at our Aurangabad Plant, or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks' notice) where the Company has undertaken its work.

At the time of joining, report to HR- Department (Mr. mayur k.) for completing the joining formalities. Please bring all the documents for verification at above mentioned factory address as well as two copies of the following documents, as applicable.

- 1) S.S.C. / H.S.C. Mark sheet.
- 2) T.C. (Leaving Certificate)
- 3) All semester Mark sheet.
- 4) Adhar Card.
- 5) PAN Card.
- 6) Recent passport size photograph (5-copies).
- 7) Bank Pass Book

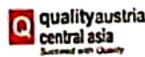
Kindly reach & report on below address:-
Dhoot Transmission Pvt. Ltd.
Plot No. A-1/4, Shendra MIDC,
behind SKODA Auto Ltd., Near Fire Brigade Office,
Jalna Road, Aurangabad, Maharashtra.

Joining as a Graduate Trainee Engineer and their joining date is 10/08/2021.

Thanking you,
Mayur Kolhe
(HR & Admin Shendra)
Dhoot Transmission Pvt. Ltd.
Plot No. A-1/4, MIDC, Shendra, Jalna Road,
Aurangabad., Maharashtra

CIN NO - U31300PN1998PTC131629

Harnessing Safety Building Future.



ISO 9001:2015, ISO 14001:2015,
IATF 16949:2016, ISO 45001:2018

Regd. Office :
312, Nanekarwadi, Chakan,
Taluka Khed,
District - Pune- 410 501
☎: +91-2135 - 660781,
Fax : +91-2135-286499.

Shendra Office : Plot No. A-1/4,
Five Star MIDC, Shendra Industrial Area,
Aurangabad - 431 210,
☎: +91-240 - 2622254,
Fax : +91-240-2622255
E-mail : dtp/shendra@dhoottransmission.com

SIGMA/HR/2021

Date: 14-Sep-2021

Name: SHUBHAM DIGAMBAR HONMANE

Emp Id: 383859

Sub: - Training

Dear SHUBHAM DIGAMBAR HONMANE,

This has reference to your application for providing training facility / opportunity to you and subsequent discussions held in this regard. The company is pleased to offer you an opportunity for training in its establishment at Pune on following terms and conditions.

1. During the training you will be paid compensation/stipend as per the Annexure-A, enclosed with this letter.
2. You will be given training in the Operations function and in the various operations in the factory including "On the job & Class room training" during this period.
3. The period of training will be for 12 months. The training will begin on 25-Aug-2021 and will end on 24-Aug-2022. You stand relieved from training on 24-Aug-2022 after working hours.
4. The company will evaluate your skills in the areas in which the training is being imparted. The Company may extend your training period for another 12 months based on the assessment. In such case company will issue a training extension letter to you.
5. You shall observe / follow shift timings for the purpose of your training.
6. You shall be required to abide by the rules of the company and maintain the discipline in the company.
7. The company has right to terminate your training prior to above period without any notice and without assigning any reason to you. In case, if you wish to resign from the services of the company, you must give at least seven days' notice prior to the resignation to the management. In the absence of this notice, the salary in lieu of the notice period will be recovered from you.
8. Even though company is incurring expenditure on your training, it is not obligatory on the part of the company to absorb you in its employment at the end of the period.
9. You are being given to understand that this being a company you will have to maintain hygienic conditions and you are subject to medical check-up at any time. In case Medical Officer of the Company found you physically unfit, your traineeship will be discontinued.
10. Incase if you are offered a job after completion of training in the company and if you do not accept the same, you shall not accept any employment with competitors of the company for next six months.

11. It is being informed to you that you are not employee/workman of the company and hence you are not eligible to the facilities extended to such category of employees.
12. If above terms and conditions are acceptable to you, please sign the copy of this letter in token of acceptance.

For SIGMA Electric Manufacturing Corporation Pvt. Ltd.



**Nivrutti Sane
(GM – HR)**

I have read and understood the above terms and conditions and I accept the same.

Signature:

Date:

Name:

Encl- Annexure A

F / HRD / 01 / 08

SIGMA ELECTRIC MANUFACTURING CORPORATION PVT. LTD.

(Formerly known as Sigma Electric Manufacturing Pvt. Ltd. & Sunk Rock Metal Foundries India Private Limited)

CIN - U74999PN2016PTC165939

REGD. OFFICE Gat No.: 154/1, 155, Post Mahalunge Village, Chakan-Talegaon Road, Khed, Dist. Pune-410501 Maharashtra, India.

& UNIT 1 Phone +91 - 2135 - 307100

UNIT 2 Plot A-2, MIDC Chakan Industrial Area, Mahalunge Village, Chakan, Pune - 410501, India.

UNIT 3 Plot B27, MIDC Chakan Industrial Area, Mahalunge Village, Chakan, Pune - 410501, India.

WEBSITE www.sigmaelectric.com

EXPORT ORIENTED UNIT

Annexure A		
Name - SHUBHAM DIGAMBAR HONMANE		
Designation - Diploma Engineer Trainee		
Employee No - 383859		
Sr. No.	Earning Head	Offered Stipend
A	Salary Details	
	Stipend	7,000
	Attendance Allowance	3,850
	Advance Against Statutory Bonus	1,800
	Sub Total - Rs. Per Month (A)	12,650
B	Statutory Benefits - Rs. Per month	
	ESIC Co. contribution	353
	Sub Total - Rs. Per Months (B)	353
C	CTC Total (A+B) - Rs. Per Month	13,003
	CTC Total (C*12) - Rs. Per Annum	1,56,032

For SIGMA Electric Manufacturing Corporation Pvt. Ltd.



Nivrutti Sane

GM – HR

- HT / LT Electrical installation
- Computer Sales & Services
- Annual maintenance contracts
- Labour Contracts
- Switch gear & panels
- Elevator related works
- Civil, Fabrication Works
- Undertake Broad Casting Services

Express Engineers



Expert Engineers & Govt. Regd. Contractor

2, Vijay Apt. 50, Ulkanagari, Garkheda, Aurangabad. 431 005. ☎ : (0240) 2358641 Mob. 9423778931 Email : athawaledushyant@gmail.com

APPOINTMENT LETTER

Date: February 27, 2023.

Name: Suresh Kadam

The intent of Express Engineers is to employ you, as a **Staff Engineer** on a Contract basis upon the following terms and conditions, and in accordance with the below-listed personnel policy:

Employment Category: Individuals in this classification are not Employees. There are independent contractors. Leave and fringe benefit programs of this policy do not apply. These issues are separately addressed in the contractual agreement. However, other portions of the personnel policy may be used as a guide in dealing with contracted persons. Contracted individuals may be utilized to perform specific tasks or work for brief time periods but are differentiated from temporary employees in that they are not eligible for the benefit.

- Letter of appointment is for services rendered from Date April 01, 2023.
- Services performed during this period are performed on a needed basis.

Express Engineers reserves the right to cancel or revise or extend your position due to insufficient funding, less than satisfactory performance of duties by the employee as determined by Express Engineers personnel policy, or other reasonable management decisions at the discretion.

This letter of appointment may not be modified, amended, or waived in any manner except in writing and signed by both parties.

For Express Engineers

Suresh Kadam

Authorized Signatory

Sign



Muks Robotics LLP

The AI Company

Date: 22nd November 2022

Congratulation!

Offer for Junior Software Developer

Dear Kuldeep Mhaske,

Concerning your application and subsequent interview with us, we are pleased to offer you the following position:

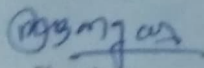
Position	Junior Software Developer
Company Location	Muks Robotics LLP, 201 Nyati Emporium, Adjacent Chhatrapati Shivaji sports Complex, Pune-Bangalore Road, Pune 411045
Net Salary	Rs. 14000.00 per month
Effective Date	1 st December 2022
Working Days	Monday to Saturday; 10 am-7 pm 2 nd & 4 th Saturday holiday.

Please sign the enclosed copy of this letter and return it to me by 28th November 2022 to indicate your acceptance of this offer.

We welcome you and look forward to a successful association.

Your Sincerely,

For Muks Robotics LLP


Signature

Dr. Mukesh Bangar

Founder & CEO



Muks Robotics LLP CIN: AAS-0311

Office Address: 201, Nyati emporium, Near orchid hotel, Balewadi, Pune – 411045

Website: www.muks.life Email Id: info@muks.life Phone no: +91 8600696428



Bajaj Auto Limited,
Bajaj, Plot No 11, Old, India
Tel: +91 20 22472801
Fax: +91 20 22472802
bajajauto.com

THE WORLD'S
FAVOURITE
INDIAN

HRD/ 116965
27-04-2022

MS. SNEHAL RAJENDRA PATOLE
LINE ENGINEER
ASSEMBLY-MCD

Sub: Confirmation in service
Ref: Appointment letter dated 27-10-2021
Date of Joining : 27-10-2021

Dear Ms. Snehal,

We are happy to inform you that, upon successful completion of the probation period, your services are confirmed with effect from 27-04-2022.

All other terms and conditions of your employment remain unchanged.

With best wishes,

For Bajaj Auto Limited,

Sabyasachi Ray
VP (Human Resources)



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

THE WORLD'S
FAVOURITE
INDIAN

10. The transport facility will also be provided to you at the discretion of the Management and the availability of accommodation in the bus, at subsidized per seat cost payable for the transport. You will have to report at the specified pick-up point on the routes decided by the Company well in time to avail the transport service. The deductions for the transport facility will be made from your salary every month irrespective of attendance in the month. The deduction for availing transport facility will also be revised annually.

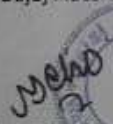
This arrangement is a mere facility; it may be withdrawn at any time without giving any notice.

11. The Company will provide you with two sets of uniforms every year free of cost. You shall report for duty in Company uniform only.
12. This offer of appointment is made based on the particulars of your qualification, age etc. furnished by you in your Bio- data / Application. Should any of the particulars furnished by you be found to be incorrect, you shall render yourself liable to termination.
13. You will not, without the Company's written permission, carry on any work elsewhere with or without remuneration in your spare time in any capacity whatsoever.
14. You will not divulge to any unauthorized person /s any of the Company's trade secrets or affair.
15. Any change in your address will be immediately intimated to the Personnel Department.
16. You are requested to join us latest by **01-Dec-2021**. Your appointment will take effect from the date on which you join duty in our company.
17. This offer is subject to your medical fitness to be certified by the Medical Officer of the company.

Please confirm your acceptance of the offer on the terms and conditions mentioned above by signing and returning the duplicate copy of this letter.

Thanking you,

Yours faithfully,
For Bajaj Auto Limited,


Abhay A Patki
Vice President (CV-W)

Encl - as above.

I have understood the terms and conditions entirely and accept them univocally. I will join services latest by 01/12/2021.

Name: Snehal Baburav Sawant Designation: LE

Date: 01/12/2021.

Date: 21 Jun 2021

Name: MR Sumedh Uttamrao Thorat
Trainee ID: TR10373221
1404 puranik capitol GB
Road Behind Vijay Park Kasarvadli Thane -
400615 400615

Dear MR Sumedh Uttamrao Thorat

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 1 Year with start date 21 Jun 2021 and end date 20 Jun 2022 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
 - a. Communication Skills
 - b. Personality Development and
 - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
 - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.

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TEAMLEASE SKILLS UNIVERSITY

Office: BMTc Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095, Ph: (91-80) 68243000/60012345 Fax: (91-80) 68243001

Campus: ITC Building, ITI Tarsali Campus, Tarsali, Vadodara 390009

Gujarat | Ph: 265-6189100 | email: info@teamleaseuniversity.ac.in | www.teamleaseuniversity.ac.in

9. For any regular absenteeism or if you are reported to be absconding from your On Job Training then this Course Registration letter for On Job Training shall be terminated according to the Provisions of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013 or any other Rules / Schemes framed thereof.
10. You're On Job training can be terminated without payment of any Stipend in the event: -
- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
 - You agree to defend, indemnify and hold TeamLease harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.
11. You shall be entitled to a consolidated stipend an amount of Rs 13565/-. You hereby authorize TeamLease Skills University to make all payments required to be made to you by TeamLease Skills University either by way of Cheque or by directly crediting the amounts to your bank account.
12. Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Stipend	13500
Trainee Compensation	65
TotalAmount	13565.00
Amount In Words(Rs)	Thirteen Thousand Five Hundred Sixty Five rupees

13. TeamLease Skills University will make available to you 200 hours of Online Course Content with regards to skills and upon confirmation by the establishment that you have commenced your training you will be provided access to the same through the Trainee Portal.
14. The eligibility criterions for the successful course completion are as follows:
- a. Successful clearance of the Online Assessment in relation to the 200 hours of Course provided as specified under clause number 13 herein
 - b. Successful submission of the dissertation and satisfactory completion of viva voce by us
15. On successful completion of the above provisions (a) and (b) you shall be entitled for On Job Training cum Employability Training Proficiency Certificate. In the event of non-clearance of Online Assessment (Point (a) above) but successful completion of the On Job Training you will only be issued the On Job Training Completion Certificate
16. You shall be imparted On Job Training according to normal hours of work of the department in the establishment to which you will be attached for training.
17. The Stipend for a particular month shall be paid on or before the 10th of the following month.
18. **This Course Registration Letter shall stand automatically withdrawn from the date of your enrollment under the NEEM scheme:**
- **If you fail to submit the below-listed documents, within 15 working days from the date of you receiving this course registration letter:-**
 1. **Copy of your Aadhaar Card**
 2. **Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit**
 3. **Copy of highest educational qualification certificate**
 - **If documents furnished by you are found to be false at any point in time.**
19. **Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual**

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Doc ID: TL/346F46066F0

TEAMLEASE SKILLS UNIVERSITY

Office: BMTc Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095, Ph: (91-80) 68243000/60012345 Fax: (91-80) 68243001

Campus: ITC Building, ITI Tarsali Campus, Tarsali, Vadodara 390009

Gujarat | Ph: 265-6189100 | email: info@teamleaseuniversity.ac.in | www.teamleaseuniversity.ac.in

Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

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

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

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

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

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

Any disagreement or dispute between TeamLease Skills University and You arising out of the Terms and Conditions of this Course Registration Letter or any other Terms intimated to you from Time to Time with reference to this Course Registration Letter or Incidental or ancillary thereto, shall be referred to and governed by the provisions of the terms laid out of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2013.


ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TeamLease Skills University or any guarantee of employment.

For TeamLease Skills University

Accepted and Agreed



(Authorized Signatory)

Signature and date:
Name: SUMEDH UTTAMRAO THORAT

Note : The acknowledged copy to be dispatched to below mentioned address :

To ROPS Team, TeamLease Services Ltd, **8th Floor**, BMTC Commercial Complex, 80ft road, Koramangala, Bangalore-5600 95.



TATA

TATA CONSULTANCY SERVICES



**GAJANAN
ADANI**

Card No 422412
Associate No 527634
Blood Group B+

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort

Mumbai 400001, India

Date: 28/07/2018



CONFIRMATION LETTER

Mr. Akash Bainade,
RH-10, Prasanna Park, Fattepur Shivar,
Behind Abhijeet Hotel, Shendra,
Aurangabad-431007

Subject: Appointment as a Quality Assurance (QA)

Dear Akash,

With reference to your application and subsequent interview you had with us, we are pleased to appoint You as a "Quality Assurance". The terms and conditions of your appointment are as under.

1. The period of your training shall be six months in normal case.
2. Effective from 01/08/2018, you have been appointed as a Quality Inspector (Trainee) and your monthly base salary is RS. 19000. You are kindly requested to respond to this letter within 10 days on whether you accept this offer.
3. You shall devote your full time and attention to your work by way of training provided by you by the company.
4. You shall observe all the rules and regulations of the company for time being in force and from time to time.
5. You shall during the course of your training and thereafter maintain strict secrecy of company's records, drawings or any other information and matters concerning the operations of the Company which is nature of trade or business sector.
6. You will not remain absent from duty without information in advance barring compelling reasons for your inability to intimate us.
7. It is agreed that during your employment with the company and after leaving company you shall not divulge any secret of the company namely technical applications in the manufacture of the company's products, sales technique, and relationships with the parties, customer and other.
8. If you do so, it is agreed by you that company shall be entitled to take the course of law as permissible against you.

Sapana Polyweave Pvt. Ltd.

CIN : U25209MH1982PTC028512.

E-8, MIDC area, Waluj, Aurangabad-431 136,(MH) India, Tel: 0240-2240320, Fax: 0240-554548
H.O.: Gala No.230, 2nd Floor, Guru Gobind Singh Industrial Estate, Off. Western Express Highway,
Goregaon(e), Mumbai-400 063. © 022-26850143, © waluj@sapanamats.com 🌐 www.sapanamats.com



9. As a part of your employment conditions, you will not join or provide consultancy our information to any competitor in the PP Mats manufacturing/trading industry for a period of 1 year from the date of leaving the job with the company. This limitation will include information relating to customers, pricing terms and conditions, designs and any other information that you acquire about the business during the course of employment. This clause is essentially non-compete clause and will also restrict you from starting business in the PP Mats business of your own.
10. You will not convey/discuss matters relating to your salary, increments or any other benefits of confidential nature which is communicated to you by the management in the course of your employment in the company. Failure to follow these instructions could lead to disciplinary actions including termination of your service.
11. If your performance during the period or extended period, as the case may be, is of the complete satisfaction of the company, on completion of the training, the company shall absorb you on its regular roles.
12. The training may be terminated by the company at any time if the company is of the opinion that your performance is not satisfactory or you have committed breach of any of the obligation herein.
13. The training is to be commenced on 01.08.2018.
Kindly return one copy of this letter duly signed as a taken of your acceptance of above terms and conditions.

Thanking You,

For SAPANA POLYWEAVE PVT LTD.

AUTHORISED SIGNATORY



Sapana Polyweave Pvt. Ltd.

CIN : U25209MH1982PTC028512.

E-8, MIDC area, Waluj, Aurangabad-431 136,(MH) India, Tel: 0240-2240320, Fax: 0240-554548
H.O.: Gala No.230, 2nd Floor, Guru Gobind Singh Industrial Estate, Off. Western Express Highway,
Goregaon(e), Mumbai - 400 063. © 022-26850143, © waluj@sapanamats.com www.sapanamats.com



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड
निगमित स्थापना, तेल भवन, देहरादून 248003 (भारत)
OIL AND NATURAL GAS CORPORATION LIMITED
Corporate Establishment, Tel Bhawan, Dehradun 248003 (INDIA)

Sudershan Kumar
Sr. HR Executive

DDN/CE/Advt.8/2022(R&P)Fin-GT/2022

Dated:-29.08.2023

Dear Shri Barde Vishal Janardhan,

Please accept our congratulations for successfully completing the selection process of Oil and Natural Gas Corporation. It gives me great pleasure to extend the offer of employment to you on behalf of ONGC, and welcome you to one of Nation's Biggest and Most profitable Maharatna Public Sector Undertaking.

2. ONGC's vision is to be a global leader in integrated energy business through sustainable growth, knowledge excellence and exemplary governance practices. We can assure you of a great, challenging and rewarding experience by being part of this leading E&P Company of the world. As an ONGCian, you shall have the opportunity to serve as India's Energy Soldier and contribute directly to the nation's Energy Security needs, and touch the life of every Indian in positive way.

3. We are pleased to offer you the position of **Finance & Accounts Officer** which carries pay scale of Rs. 60,000-1,80,000/-. In addition, you will be entitled to draw DA and other allowances, as per company rules.

4. The terms of your appointment are annexed to this letter as Annexure-1, and we trust that the same would be acceptable to you. We request you to communicate in writing your acceptance of the same to the undersigned within 10 days i.e. by **08.09.2023**, through return mail, and thereafter report to **Chief Offshore Finance, ONGC, Services, 11-High, Bandra-Sion Link Road, Mumbai-400 017**, for further assignment of duties.

5. At the time of joining you would be required to submit the original qualification documents, which include your complete testimonials and necessary Caste Certificate (if applicable), NOC if employed in PSU/Govt. etc. along with photocopies of the same. Submission of necessary documents confirming that you are meeting the prescribed qualification criteria.

6. Further, the appointment is subject to the production of certificate of physical fitness from the Medical Officer of ONGC Clinic/Hospital, as mentioned in the enclosed Annexure-1. In this context, a copy of instructions containing the relevant medical standards of ONGC, laying down the physical requirement is being sent by email

7. It is advisable to have a valid **PAN card, Aadhaar card and Bank account** at the time of joining, to facilitate payment of pay and allowances / statutory benefits in ONGC.

8. Please join the position offered to you within 21 days from the date of receipt of this offer, and intimate your travel plan, for joining to Joining Mentor: (Shri Rahul Rajan Kandalkar, Sr. HR Executive, Mob : 9969222524, Email : kandalkar_rahul@ongc.co.in), so that necessary arrangements can be made for your initial stay and joining formalities. For any other query or help, please feel free to speak to your Joining Mentor or the undersigned. Your posting will be at **Mumbai Finance**.

9. We eagerly look forward to you becoming part of this great Organization and hearing from you soon.

Shri Barde Vishal Janardhan
HOUSE NO 239
NEW KAWSAN, PAITHAN,
AURANGABAD-431107,
MAHARASHTRA.

Yours sincerely,


(Sudershan Kumar)
29.08.2023

Email: kumar_sudarshan@ongc.co.in

AN ISO 9001:2008 CERTIFIED

CHHATRAPATI SHAHU MAHARAJ SHIKSHAN SANSTHA'S



COLLEGE OF AGRICULTURE

Kanchanwadi, Paithan Road,
Aurangabad (M.S.) 431 011



MRS. BHAND UTKARSH KRISHNA

Designation : Clerk

Department : Office

D.O.J. : 13/12/2019 BLD GRP : A+

Mobile :-

Address : At. Wadji Tq. Paithan,
Dist. Aurangabad

Phone. - 0240-2646252 / 255

CSMSS AGRI.-A'BAD

Date: 30/07/2018



CONFIRMATION LETTER

Mr. Akash Dnyaneshwar Bhawar,
RH-10, Prasanna Park, Fattepur Shivar,
Behind Abhijeet Hotel, Shendra,
Aurangabad-431007

Subject: Appointment as an Export Merchandiser.

Dear Akash,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as a "Export Merchandiser". The terms and conditions of your appointment are as under.

1. The Company shall provide you with all reasonable opportunities to learn and handle independent assignments.
2. You shall devote your full time and attention to your work.
3. Effective from 01/08/2018, you have been appointed as an Export Merchandiser and your monthly base salary is Rs 22000. You are kindly requested to respond to this letter within 10 days on whether you accept this offer.
4. You are supposed to arrange for your transportation. The organization offers transportation facilities subject to availability with payment according to distance.
5. You will not remain absent from duty without information in advance barring compelling reasons for your inability to intimate us.
6. Normal working hours are from 9:00 am to 5:00 pm with a lunch break of 30 minute from 12:00-12:30pm.
7. You would be entitled to 12 days of annual leaves but you must inform in advance of proposed leaves.
8. It is agreed that during your employment with the company and after leaving company you shall not divulge any secret of the company namely technical applications in the manufacture of the company's products, sales technique, and relationships with the parties, customer and other.

Sapana Polyweave Pvt. Ltd.

CIN : U25209MH1982PTC028512.

E-8, MIDC area, Waluj, Aurangabad-431 136,(MH) India, Tel: 0240-2240320, Fax: 0240-554548
H.O.: Gala No.230, 2nd Floor, Guru Gobind Singh Industrial Estate, Off. Western Express Highway,
Goregaon(e), Mumbai - 400 063. © 022-26850143, © waluj@sapanamats.com 🌐 www.sapanamats.com



9. If you do so, it is agreed by you that company shall be entitled to take the course of law as permissible against you.
10. As a part of your employment conditions, you will not join or provide consultancy our information to any competitor in the PP Mats manufacturing/trading Industry for a period of 1 year from the date of leaving the job with the company. This limitation will include information relating to customers, pricing terms and conditions, designs and any other information that you acquire about the business during the course of employment. This clause is essentially non-compete clause and will also restrict you from starting business in the PP Mats business of your own.
11. You will not convey/discuss matters relating to your salary, increments or any other benefits of confidential nature which is communicated to you by the management in the course of your employment in the company. Failure to follow these instructions could lead to disciplinary actions including termination of your service.
12. This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings. The company reserves the right to change its policies from time to time. You would be informed in writing about any change in the company policy. During your employment with the company, you shall be subject to all rules and regulations, as are made / amended by the company.

Please indicate your acceptance of this letter by signing a copy of this letter and return it to the HR office or send via email.

Thanking You,

For SAPANA POLYWEAVE PVT LTD.

AUTHORISED SIGNATORY



Sapana Polyweave Pvt. Ltd.

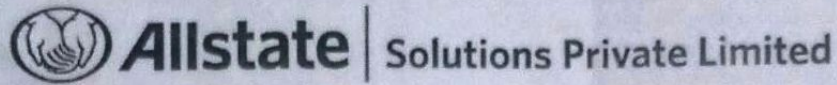
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Goregaon(e), Mumbai-400 063. © 022-26850143, © waluj@sapanamats.com 🌐 www.sapanamats.com

Compensation Break up			
			Amt in Rs.
Name :	Rushikesh Bhojane	Grade:	UJJC
Monthly Variable Pay Role :	YES	Division:	Housing
Metro/Non Metro :	NON-METRO	Work Location	West
Tier :	4		
Designation :	Loan Officer	State:	Maharashtra
Summary of Offer:			
Fixed Pay		253917	
Target Variable Pay		177742	
Cost To Company		431659	
Compensation Breakup			
Earnings		Per month	Per annum
Basic + DA	Basic + DA	13,196.0	158,352.0
Allowances	House Rent Allowance	660.0	7,920.0
	Conveyance Allowance	-	-
	Special Allowance	4,024.0	48,288.0
	COLA	-	-
	Children Education Allowance	-	-
	Vehicle Maintenance	-	-
	Meal Allowance	-	-
	Leave Travel Allowance	-	-
	Telephone Allowance	-	-
	Total Earnings (A)		17,880.0
Retirement & Other Elements	Employer Contribution to PF	1,800.0	21,600.0
	Employer Contribution to NPS	-	-
	Insurance Premium***	846.0	10,152.0
	Gratuity**	634.0	7,608.0
Total Retirement & Other Elements(B)		3,280.0	39,360.0
Fixed Pay (C)= (A+B)		21,160.0	253,920.0
Indicative Target Variable Pay (TVP) - (D)		14,812.0	177,744.0
Cost To Company (CTC) - (E=C + D)		35,972.0	431,664.0
Employee Deduction	Provident Fund	1,800.0	21,600.0
	Meal Allowance Ded	-	-
	Health Insurance Premium Co-Share	100.0	1,200.0
Total Employee Deduction Excluding Income Tax & Professional Tax (H)		1,900.0	22,800.0
NET PAY Excluding TVP* - (I = A - H)		15,980.0	191,760.0
*Income Tax as applicable, will be in addition to the deductions mentioned above			
*Professional Tax applicable as per the state slab.			
1. Gratuity & Future Service Gratuity - as per the Payment of Gratuity Act, 1972			
2. Group Personal Accident Insurance for self - upto INR 5 Lacs as per company policy			
3. Group Term Life Insurance for self - 3 times Annual Guaranteed Cash Component (GCC: Basic + HRA + Special Allowance) subject to a minimum 10 Lacs and maximum of 1 crore			
4. Group Health Insurance - Coverage upto Rs. 3 Lacs (for self, spouse, two children and two parents/ parents in law) as per company policy. Rs. 100 recovery from salary towards employees co-share of premium			
5. Top up Policy - Voluntary benefit available. Employee paid coverage for increasing the base sum insured.			
6. Employee Deposit Linked Insurance - Statutory death benefit available as support to nominee/s, in case of the unfortunate event of death of employee. Linked to PF contribution and balance in PF account.			
7. Insurance Premium - Average cost has been considered for the purpose of calculation of cost to company. This may be subject to change annually, at the time of insurance renewal.			
Please note: Amounts from Special Allowance are allocated towards Flexi benefit components below, based on standard allocation practices. Employees have the choice to reallocate or change post joining:			
Telephone Allowance: Telephone allowance is paid monthly and governed by the Compensation Policy as applicable. Employees can get exemption by providing telephone bills at the time of proof submission.			
LTA: LTA is paid monthly. The benefit is tax free as per Sec 10(5) of The Income Tax Act, 1961 and governed by the Compensation Policy as applicable. It is mandatory to provide original bills to avail tax-exemption under the Act, as per timelines specified by the company. If employee provide bills, the same will be validated and tax exemption provided.			
Meal Allowance (Food Coupon): Allowance in lieu of food and beverages provided by the employer. Ujjivan will provide a Meal Allowance of Rs 1200 or Rs.2400 per month if opted for, through a preloaded Visa/Master/ RuPay Card.			
Vehicle Maintenance / Car Benefit: Employees may claim reimbursement of Fuel, Car Maintenance, Drivers salary and Insurance cost for self-owned cars only The maximum reimbursement permissible for tax exemption: - Cars of <1600 cc: Rs 1800 pm – Fuel/ maintenance Rs 900 pm – Drivers salary - Cars of > 1600 cc: Rs 2400 pm – Fuel/ maintenance Rs 900 pm – Drivers salary <i>For non-owners based employees, in future, employees' cost will be reflected in CTC only.</i>			
Please note: Additional amounts from Special Allowance may be allocated towards Flexi benefit components below.			
National Pension System: NPS is a Government of India - Ministry of Finance initiative to promote old age income security through a voluntary, defined contribution pension scheme. If the employee wishes to opt for NPS Contribution they make do so, within 45 days of joining. They will choose the % Contribution that the employer will make, employee contribution amount, Fund Manager, type of fund investment. The employer contribution to NPS is not taxable upto 10% of Basic salary and the employee contribution will be exempted from tax upto a maximum of Rs 50000, in addition to INR 1.5 Lacs under 80 (c).			
Target Variable Pay: a. Target Variable Pay (TVP): In addition to the Annual Fixed Pay above, you may be eligible for Target Variable Pay (TVP) as per the policy and discretion of the Bank. Please note that there is no guaranteed pay-out of variable pay. b. Statutory Bonus. This component is guided by Payment of Bonus Act, 1965. One Month's Basic or Minimum Bonus (Rs.7000) or Minimum Wages of the state will be paid, over and above CTC. The current wage ceiling for this component is a salary of Rs. 21000 per month and is subject to change based on government guidelines relating to Payment of Bonus Act, 1965. This is paid annually.			
<i>Details related to your Compensation are strictly confidential.</i>			
Please note that there could be additional tax liability arising out of any compensation change. You are required to provide details of your Investment as a Declaration under the Income Tax Act. Kindly contact HR for support			



Vinod Patil
Manager - Talent Acquisition



March 9, 2022

Shubhangi Davalbaje
Rahul garden Apartment Flat no. 711 mayur Colony kothrud Pune ,
Pune, Maharashtra,
India, 411038
Dear Shubhangi ,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "Associate - Operations", in our "PUNE", center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	PUNE
Start Date	On or before March 24, 2022
Probation	6 Months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash	Rs.233,645.00
Annual Incentive Plan	Rs.16,355.00
Total Target Cash	Rs.250,000.00

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Allstate Solutions Private Limited

9th & 10th Floor, R4 Building , KRC Infrastructure & Projects Pvt.Ltd.SEZ,
S. No. 65, Kharadi, Pune – 411014 India.

www.allstate.com/india

(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th Cross, Lavelle Road Bangalore – 560001)

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.00% of your TGC; the maximum incentive amount for you under the plan is 10.50% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/policies may be changed from time to time, or be withdrawn by the Company at any time.

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

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with Annexure B.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

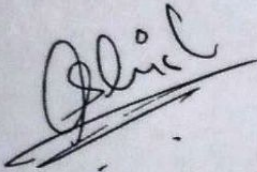
On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Shubhangi, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure C for details), latest within seven days from this offer letter date, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited



Ashish Niranjana

Head – Talent Acquisition

Acceptance:

I, Davalbaje Shubhangi agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before 24 march 2022

Date 9 march 2022

Signature: Davalbaje

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents

Annexure A

March 9, 2022

Dear Shubhangi Davalbaje

Designation: Associate - Operations

Band: A1

Start Date: On or before March 24, 2022

Work Location: PUNE

Compensation and Benefits:

Total Targeted Cash		INR 250,000.00
Breakup- Total Guaranteed Cash		
Components		Annual (INR)
Basic		180,000.00
House Rent Allowance		12,582.00
Statutory Bonus		19,463.00
Provident Fund (Employer Contribution)		21,600.00
Flexi Benefit Plan*		0.00
Total Guaranteed Compensation		233,645.00
Annual Incentive Plan**		16,355.00
Total Targeted Cash		250,000.00
Other Benefits / Perquisites		
Gratuity	8,658.00	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000.00	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000.00	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000.00	Applicable as per the Policy

Annualized Salary and Benefits:

*Flexi Benefit Plan components:	
Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

**Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.00% of your 'TGC', the maximum incentive amount for you under the plan is 10.50% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR 500,000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you; hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons

Signed:

Davalbaje

Name:

shubhangi Manikrao
Davalbaje

Employee Code : 220075

Personal & Confidential

Date of Joining : Jul 10, 19
Name : AKSHAY DAWALKAR
Location : Jalna

Dear AKSHAY DAWALKAR ,

Further to the interview & discussion you had with us, we are pleased to offer you as Sales Officer, in SL Initiative(cost code: 140) at branch (735), Jalna on the following terms and conditions:

BAND	: SO.
Basic Salary	: 9500.00 Rs. /-pm
HRA	: 2500.00 Rs. /-pm
<hr/>	
Total	: 12000 Rs. /-pm

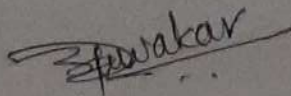
(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

Provident Fund:

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

www.hdfcbank.com

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

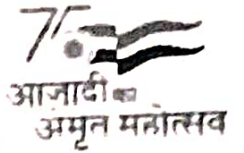




एएआई कार्गो लोजिस्टिक्स एण्ड एलाइड सर्विसेस कंपनी लिमिटेड
AAI CARGO LOGISTICS & ALLIED SERVICES COMPANY LTD.

(100% एएआई सहायक / 100% AAI Subsidiary)

CIN: U74990DL2016GOI304348



AAICLAS/CHQ/HR/Recruitment/ADVT.04/2023/Pt/e-184524

28.04.2023

To

Shri Gaurav Milind Dhepe
S/o Shri Milind
Plot no 5 shrawasti colony Pethenagar Bhausingpura
gauravdhepe@gmail.com
7887763587

Subject: Engagement to the position of Fixed Term Contractual Security Screener (Fresher) in AAICLAS - reg.

Dear Candidate,

With refer to selection process, AAICLAS is pleased to offer you the position of **Security Screener (Fresher) in AAI Cargo Logistics and Allied Services Company Limited (AAICLAS) – on Fixed Term Contract Basis** for the period of **three years** – after passing of all required examination, on the following terms & conditions: -

- You will be required to execute and sign the Contract (Terms & Conditions) with AAICLAS on non-judicial stamp paper of Rs.100 (Rs. one hundred only) – duly Notarized. Your fixed term contractual engagement will be governed by the terms & conditions mentioned in the said contract.
- Further, you have also to execute Surety Bond (Annexure-IX) on a separate non-judicial stamp paper of Rs.100/-.
- In case you are in employment elsewhere, AAICLAS does not undertake to grant protection of your pay, if any, which you were drawing in your previous Organization.
- Your initial assignment is at the designated station, as mentioned in the last para of this offer. You shall serve the Company (and/or its Associates) in any department at the given location within India as required by the Company.

- e) Initially you will be on a stipend and thereafter salary shall be started, as per the detail mentioned in the Clause/Para 4 & 5 of the attached Terms & conditions.
- f) After passing of all the certifications, the period of one year for the position of **Security Screener (Fresher)** will be treated as probation period. On successful completion of probation period, the period of contractual engagement will be considered for extension for further two years or as the case be, at the sole discretion of the Management of AAICLAS.
- g) AAICLAS will not bear any liability on account of service bond/salary/leave salary/pension contribution etc. if any, regarding your previous employment, if any, w.r.t working in Central/ State Government/Autonomous Body/ Public Sector Undertaking etc.
- h) You shall be liable to make pay for any loss caused to AAICLAS by your negligence, default or any breach of instructions issued from time to time by AAICLAS, without prejudice to its rights to take any other suitable action under the rules of AAICLAS.
- i) You will be governed by all the rules/policies framed (to be framed) by AAICLAS and its amendment be made from time to time, however, your remuneration and benefits which are mentioned in the enclosed Terms & conditions shall remain the same for the full contract period.
2. You are required to submit Acceptance Form (copy attached) along with a duly signed copy of the enclosed terms & conditions, as a token of acceptance, **within five working days from the receipt of this offer by return mail**, failing which, it is presumed that you are not interested in the engagement as Security Screener (Fresher) in AAICLAS.
3. At the time of joining you are required to submit:
- Duly filled-in Acceptance Form in original
 - Candidate's Statement and Declaration (Annexure I)
 - Attestation Form (Annexure II)
 - Identity Certificate (Annexure III)
 - Oath of Allegiance to the Constitution (Annexure IV)
 - Personal Data Form (Annexure V)
 - Character Certificate (Annexure VI)
 - Declaration Form (Annexure VII)
 - Form for Annual Immovable Property (Annexure VIII)
 - Application form for issuance of Identity Card
 - Personnel Detail Proforma
 - Self-attested Copy of Aadhar Card and PAN Card
 - Self-attested Copy of Bank Pass Book and cancelled cheque leaf
 - Self-attested copy of Category certificate (if belongs to SC/ST/OBC/EWS/EXSM etc) and also produce a valid certificate in the prescribed proforma.

Aut

- o) Recent Passport Size Coloured Photograph (preferably white background)
- p) Relieving Order or receipt of resignation with immediate effect from the present employer (if any) at the time of joining AAICLAS (in case, you are working)
- q) Copy of Domicile Certificate, if any
- r) Medical Fitness Certificate, duly signed and stamp by Government Doctor(s).
- s) A "Character and Antecedent (Background Check) from Commissioner of Police / Dy. Commissioner of police / Dist. Superintendent of Police of your District shall be carried out as per BCAS Norms. Original of such verification certificate shall be kept by AAICLAS. For this purpose, a letter addressed to the Commissioner of Police / Deputy Commissioner of Police/ District Superintendent of Police of your District for obtaining the same is enclosed).

OR

- t) Self-attested copy of Passport issued within last five years (first & last page)
- u) Terms & conditions on non-judicial stamp paper of Rs.100/- duly notarized.
- v) Surety Bond (Annexure-IX) on non-judicial stamp paper of Rs.100/- duly notarized.
- w) Copy of PAN Card and Aadhar Card of Surety, duly signed by the Surety.
- x) Self-attested photocopies of your educational qualification / professional qualification / technical qualification and experience certificate, if any.

4. You will report for joining along with all your original testimonials/certificates in support of your date of birth, Caste/ Tribe Category, Educational Qualifications and Experience Certificates etc. (with one set of self-attested photocopies of the same), along with the enclosed duly filled-in set of all Attestation Forms/ Character Certificates/ Marital Status/ Personal Data Form/ Property Return Form and Acceptance Form etc.
5. Your engagement is provisional and is subject to fulfilling the eligibility criteria, and verification of documents pertaining to qualification and experience and trainings etc. Further, if at any stage, even after your engagement, verification reveals that you do not possess the laid down eligibility criteria for the position, your Fixed Term Contractual Engagement will be terminated immediately, without any notice period.

las

6. You are required to report at the following station on or before, **19th May 2023** at the given address for joining the position, failing which, it will be presumed that you are not interested in the offered position and this offer will stand cancelled automatically.

Address: **The Security In-Charge (RA)
AAI Cargo Logistics & Allied Services Company Ltd.
Pune Airport
Pune**

Yours sincerely,


20/04/23
NAVNEET

SENIOR MANAGER (HR)
for AAI CARGO LOGISTICS AND ALLIED SERVICES CO. LTD.

Encl: As above.

Date: 28/07/2023
Ref: GI-177024

To
Ms./Mr Arjun Narayan Ghuge
Address Mu.Post.Kahal,Parbhani,Maharashtra
-431510

Mobile: 8554099923
Email: arjunhuge99@gmail.com

Subject: Appointment Letter for Fixed Term Contractual Employment

Dear Arjun Narayan Ghuge,

Subsequent to our discussion and as agreed, we are pleased to issue this appointment letter comprising of detailed terms and conditions of your employment, on contract basis, with GI Staffing Services Pvt. Ltd.
As agreed you will be designated as BEST DEVELOPMENT OFFICER and your place of working will be in premise/s of our customer BEST AGROLIFE LIMITED, located at BEED.

Details of your remuneration package have been appended in Annexure - A which is attached herewith.

Start date of Assignment : 01-07-2023

End date of Assignment : 31-03-2024

Monthly CTC : 34250

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to as Annexure A and B.

Both Annexure A and B form an integral part of your appointment letter.

Kindly note that your employment with the Company is on a contractual basis and purely based on the representations made and information and documents furnished by your good-self. In case of any deviation which may be found in declaration/information/documents provided and in their factual status, your services shall be liable for termination with immediate effect and you shall not be entitled to any notice period or salary in lieu thereof or for any other benefits or compensation which would have been available to you otherwise.

GI Staffing Services Pvt. Ltd. (GISSPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. However, the associate is hereby advised that in case S/he comes across a situation when any representative of GISSPL demands any amount against helping him/her to get the employment, permanent or temporary or on assignment or on project basis, with its customer/s, please ignore it forthwith and don't entertain any such demand. At the same time you are requested to bring such incident to the notice of GISSPL by reporting it to Email ID feedback@gigroup.co.in to ensure that appropriate disciplinary action is initiated against such person/s.

We take this opportunity to congratulate you on your association with the Company and wish you a successful tenure with us. You may contact the undersigned in case of any query which you may have regarding your contract employment with us.

Thanking you,

For GI Staffing Services Pvt. Ltd.



Authorized Signatory

GI Staffing Services Pvt. Ltd. | Founding Member of "Indian Staffing Federation"
Corporate Office: World Trade Tower, Tower-B, Unit 503, 5th Floor, Sector 16, Noida, Uttar Pradesh – 201301
Tel: 91 -120-4510900 | Fax: 91-120- 4209775
Registered Office: F-103, Ashish Complex, Mayur Vihar Phase 1- Delhi -110091
CIN: U74910DL2009PTC187065 | Website: www.gigroup.co.in | E-mail: enquiry.in@gigroup.com
Noida | Ahmedabad | Bengaluru | Chandigarh | Chennai | Gurugram | Hyderabad | Kolkata | Mumbai | Pune

Annexure A
Salary Break-up / Remuneration Structure:

GI Staffing Services Pvt. Ltd.	
Name: Arjun Narayan Ghuge	
Particulars	Amount
BASIC PAY	16000
HOUSE RENT ALLOWANCE	8000
SPECIAL ALLOWANCE	6769
BONUS	1231
Monthly Gross Salary	32000
PF	1800
PT	200
Total Employee's Contribution	2000
Monthly Net Pay	30000
ERPF	1950
INSURANCE	300
Total Employer's Contribution	2250
Monthly CTC	34250

Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961 NOTE: This Statement is only for the purpose of information and is illustrative in nature.

Terms & Conditions of this Contract Employment Agreement - Annexure - B

1.0 Designation, Place of Work, Reporting and Timings:

1.1 Designation: You will be designated as **BEST DEVELOPMENT OFFICER**, your duties and responsibilities will include any agreed work assigned by the management of **BEST AGROLIFE LIMITED**, from 01-07-2023, you will report to your assigned reporting manager and your place of posting will be at **BEED**. However, you may be asked to work in any other offices of the Client situated in India or abroad as and when required.

1.2 Office Timings, Working Days, Working Hours & Overtime Payment: You will be required to adhere to the working conditions including the Office timings, working days, working hours & overtime payment as per the applicable regulations at your workplace.

2.0 Compensation & Benefits, Performance Appraisal and Applicable Taxes:

2.1 Compensation & Benefits:

You will be paid a gross compensation as defined in Annexure – A. You will be provided with other benefits or plan which may be applicable to your position as per Company's services agreement with its Customer. Such benefits applicable, if any, shall be subject to change in the sole discretion of Management of the Customer's as and when required and they deem it fit to do so.

2.2 Performance Appraisal: The management of the Customer Company shall have exclusive right to evaluate your performance at any time during the term of your contract employment.

2.3 Applicable Taxes: The Company will be entitled to deduct any tax which may be applicable depending on your place of posting and for which Company is required to deduct and deposit the same with concerned statutory authority. You shall be provided with the documentary evidence of taxes such deducted.

3.0 Leaves: You shall be covered under the leave policy as may be applicable at Customer's premise or at your working location and as mutually consented and agreed between GI Staffing Services Pvt. Ltd. and its Customer/s.

3.1 Reimbursement of Expenses: You will be reimbursed for expenses as may be incurred by you in order to discharge your duties under the instruction from your reporting manager/Customer. However, such expenses must have been incurred by you with prior written approval of your reporting Manager or any other person authorized by the management of the Customer's Company in absence of your reporting manager.

4.0 Term of this Contract Employment and Extension of the Term:

This letter of fixed term contractual employment shall be valid from 01-07-2023 till 31-03-2024 for a period of 8 Months,30 Days or till the date of Company's agreement with its Client for whom your services have been availed of comes to an end or project closure of Client or subject to clause 4.1 whichever is earlier. In the event of termination of Company's agreement with the Client, your services shall stand closed without notice period emoluments. In the event of any need for extending the term of this agreement, same shall be conveyed to you in writing.

4.1 Notice Period:

This engagement of contract employment can be terminated by either party, by serving 30 days Written Notice Period or gross emoluments in lieu of the short served notice period, to the other party conveying its intention to do so. However, in case of you being found or reported indulged in any misconduct, fraudulent activities or misappropriation of funds or any other act of infidelity, your services shall be liable for termination forthwith without any notice period or salary in lieu thereof. It is to be noted that under the circumstance you absent yourself from work without authorization and grant of leave for a continuous period of Three (3) days, your contract for employment will be terminated without any notice period emoluments. Further take note that if you subsequent to your termination by either party, if you do not complete your full and final and do not take your wage/emoluments for a period of three (3) months from the date of your last working day, the Company will not be liable to make the payment and the same will be forfeited as waived at your end.

4.2 On termination of an Assignment:

(a) The Associate shall immediately deliver to GI Staffing Services Pvt Ltd all correspondence, documents, specifications, papers and property belonging to GI Staffing Services Pvt Ltd or Client, which may be in his possession or under his control.

(b) Associate agrees to provide GI Staffing Services Pvt Ltd with notice for termination or pay salary in lieu of notice should the Associate decide to end an Assignment earlier than the agreed duration.

Notwithstanding anything to the contrary under this Agreement, the maximum liability of GI Staffing Services Pvt Ltd in the event of further threat or claim and /or / by Court action by dissatisfied Associate making any claim otherwise shall on no account exceed one month's/ net remuneration last paid to Associate which will be solely payable at the discretion of GI Staffing Services Pvt Ltd.

5.0 Confidentiality of Information and Return of Company/Customer's Assets upon separation from the Services:

You shall observe utmost confidentiality and secrecy of all information received by you or entrusted to you in the course of your contract employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and shall not disclose or divulge such information to any third party or make use of such information for your own benefit in any manner whatsoever. Upon the termination of your employment, you will immediately surrender to your reporting manager/our Customer or to us all the documents, objects, articles and any other property or material entrusted to you in the course of your employment, enabling the Company to make your full and final settlement hassle free.

5.1 IPRs:

During the term of this contract employment, you will never infringe or attempt to infringe any Intellectual Proprietary Rights of the Company or its Customer/s. You will ensure and protect IPRs of Company, its Customer and Customer's Clients. Any product, design, artwork, object, drawing, software, work developed by you during the term of this Contract Employment shall deem to be pertaining to the Customer and the Customer shall have the exclusive right of usage on such development/s.

6.0 Miscellaneous:

6.1: You will devote your whole time and attention to the assigned duties. You shall not engage directly or indirectly, with or without monetary consideration in any other employment or activity, which the management may in its sole discretion consider contrary or inconsistent with your duties and obligations and which the management feels that are pre-judicial to its interests.

6.2: Any amount for damage or loss of goods expressly entrusted or loss of money shall be liable to be recovered from your salaries and or otherwise.

6.3: In case any declaration/detail or document given by you at the time of your appointment is found to be wrong fully or partially or you are found to have willfully concealed any material information or fact, your contract employment itself will be deemed to have been null & void and your services will be liable for termination forthwith without notice or compensation in lieu thereof.

6.4: You will keep the Company informed of any change in your residential address and civil status. It is required to ensure the continual compliances with the laws and rules which may be applicable on your employment with the Company. The rules & regulations of the company from time to time applicable to your category of employee will be applicable to you without any change or exception during entire term of your contracted employment with the Company and or during your deployment with the Customer/Client.

6.5 Kindly note that the below mentioned document is to be submitted with GISS at the time of joining; -

- Resume
- Address Proof (Voter ID/Dr. License/Passport/Ration Card/Electricity Bill)
- Photo ID proof (Pan Card/Voter ID/Dr. License/Passport/Aadhar Card)
- Educational Qualification mark sheets & Certificates
- Last organization relieving letter
- Last drawn salary slip
- 4 Stamp-size photographs
- 1- PP size Photo for ESIC
- Cancel cheque for Existing Bank account details
- Experience Certificates

In the event the associate does not submit the above documents on the date of joining, the Company is at its discretion to revoke the appointment. However the Management may on request of the candidate allow grace period of fifteen (15) days from the date of joining to submit the correct document."

6.6: You may also be transferred to any location anywhere in India where the Client has its office or presence or intends to create presence. Non-compliance of the same shall lead to disciplinary action including but not limited to cessation of contract of employment.

6.7: You agree to defend, indemnify and hold GI Staffing Services Pvt. Ltd. or the Client harmless from any and all claims, damages, liability, attorney fees and expenses on account of your failure to satisfy any of your obligations under this work/assignment/project or for misconduct or for violation of any law or creation of any legal liability by you.

6.8: You hereby confirm that post receipt/credit of first month salary to your bank account, you have given deemed acceptance of the terms and conditions of this letter of fixed term contract

7.0 Controlling/Applicable Laws:

This Contract employment agreement shall be construed to be made and interpreted in accordance with the laws of India. Any disputes arising out of this contract employment agreement shall be subject to the exclusive jurisdiction of the courts in Delhi/New Delhi.

8.0 Careful Handling and Return of Assets:

Any asset or any other property or material which may be handed over to you for your official use and enabling to discharge your duties, shall be your responsibility to protect them from any damage or theft and return to your reporting manager/Company upon expiry or earlier termination of this agreement of contract employment.

Please sign the copy of this letter in confirmation of your acceptance of your contract employment with the Company and return second copy of duly acknowledged appointment letter back to us for records.

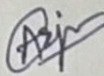
I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

We wish you good luck and successful tenure with us!

Thank You

For GI Staffing Services Pvt. Ltd.

**I Confirm and Accept this Appointment
Letter and Annexure 'A' and 'B'**



Arjun Narayan Ghuge

Authorized Signatory



JFL/HR/OFFER/2021

Jul 14, 2022

Mr. SAGAR SHAINATH JADHAV

City Office - Pune

Sub: Offer of Appointment

Dear SAGAR SHAINATH JADHAV,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as **Associate Guest Delight Manager-Operations (Grade- TM5)** in our organization on the terms and conditions mutually agreed upon. Your Compensation and Benefits structure will be as under:

Particulars (per annum)	Figures (per annum)
Basic	137340
HRA	45000
Washing Allowance	6000
Entertainment Allowance	22692
Transport Allowance	0
Gross Amount	211032
PF (Employer)	21600
Gratuity	6606
ESIC	6664
Fixed Pay	278784

Group Personal Accident & Group Term Life Insurance Coverage for self.

Performance Pay (Variable) as per Company policy.

** Variable Pay is shown at individual performance rating 'Good' and company performance @ 100%. The policy is subject to change.

A formal letter of appointment will be issued to you on joining services on or before **July 18, 2022**. We reserve the right to cancel this offer in case of failure to join the organization by this date or any information furnished by you is found to be false.

Any pay-out over & above the CTC like Notice Period buy out (supported by documents) is taxable. Should the incumbent leave within 2 years from DoJ, the entire amount will be recovered. Recovered amount will be pretax.

Your appointment will be subject to the verification of your credentials, testimonials and other particulars shared by you. In case it comes to the notice of the management that the particulars and declarations given by you are false, your appointment shall be deemed to be automatically cancelled irrespective of whether you have joined duty upon your selection.

Before or at the time of joining, please also let us have the following document:

1. Photocopy of certificate showing your date of birth.
2. Photocopy of your highest qualification certificate.



3. Two recent passport size photographs.
4. Copy of last salary Slip.
5. Relieving letter from your previous employer.
6. UAN number and copy of Aadhar Card.

We welcome you to **Jubilant FoodWorks Limited** and hope to have a mutually happy and successful association.

Thanking you,

For Jubilant FoodWorks Limited

A small, square image showing a handwritten signature in blue ink that reads "Vishal Jaiswal".

Vishal Jaiswal

Senior Manager - HR



Samvardhana Motherson Innovative Solutions Limited

(Formerly known as Tigers Connect Travel Systems And Solutions Limited)

A-3, M.I.D.C. Industrial Area, Chikalthana, Aurangabad - 431 006. INDIA

Tel.: 0240 - 2485217 / 18, Fax : 0240 - 2484363 Web : www.matsltd.com

Date: 8th November 2022

Ms. Madhura Shitalchandra kulkarni,
Plot No- 04 , Shree Samarth Ho. So.,
Behind Jawahar Colony, VTC
Aurangabad -431001

Dear Ms. Kulkarni,

With reference to your application and subsequent interview you had with us. We are pleased to engage you as a "Trainee Engineer-Design" in our establishment at Unit-1, MIDC Chicklthana Aurangabad, with effect from 8th November 2022.

1. Your training will be for a period of one year with effect from 08/11/2022. If required your training can be extended further at the discretion of the Management. Your training will come to an end if your training performance is not found satisfactory or for any reason whatsoever for which the management is not bound to give any reasons.
2. On completion of your training of one year, you will then be absorbed as a regular employee in writing, subject to your satisfactory overall training performance review, and availability of suitable vacancy.
3. Your appointment will be governed by a separate agreement signed by you and the Company, as also the service rules of the Company.
4. During your training period, you will receive :
 - a. Salary of Rs.10,000/- (Rupees Ten Thousand Only) per month.
 - b. House Rent Allowance of Rs ,5000/- (Rupees Five Thousand Only) per month linked to actual attendance.
 - c. Education Allowance of Rs.500/- (Rupees Five Hundred Only) per month linked to actual attendance.
 - d. Special Allowance of Rs.2149/- (Rupees Two Hundred One Hundred forty Nine Only) per month.

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14th October, 2021

To,

Mr. Mahesh Babasaheb Laghane,
C-51-15, 11th Scheme, Shivaji Nagar,
Garkheda Parisar, Aurangabad,
Maharashtra.

Sub: Offer for the position of "Trainee"

Dear Mahesh,

Please refer to your application and the interview you had with us on 22.09.2021.

We are pleased to offer you the position of "Trainee – Technical/QA" in our organization at our Waluj Plant Aurangabad on the terms and conditions explained and agreed by you at the time of interview.

You are advised to bring the following documents (Photocopies) at the time of joining the organization. Please also bring original documents for verification.

- [1] 4 Passport size recent color photographs.
- [2] Degree / Diploma Certificate and Final year mark sheet.
- [3] School Leaving or SSC Certificate for age proof.
- [4] Certificate in support of any additional skill/qualification you have acquired.
- [5] Photo Identity proof (2 copies -PAN Card & Aadhar card copy is must / Driving License/Election Card/Passport).
- [6] Medical fitness certificate from a Registered Medical Practitioner (M.B.B.S) along with the test reports such as Blood, ECG, Urine, X-ray of Chest & RTPCR Covid Test.
- [7] Any other document which you may feel necessary to be submitted.

You will join our organization on **18.10.2021**. A detailed letter of appointment will be issued to you subsequent to the submission of the above documents after your joining.

The company does not have a Policy of Service Bond – but we expect you to serve the company for a minimum period of 3 years.

Balkrishna Industries Ltd.

Balkrishna Industries Ltd.
B-66, M.I.D.C., Waluj,
Aurangabad - 431136 (M.S.)
India.
Tel: +91 240 6646950
Fax: +91 240 2554143

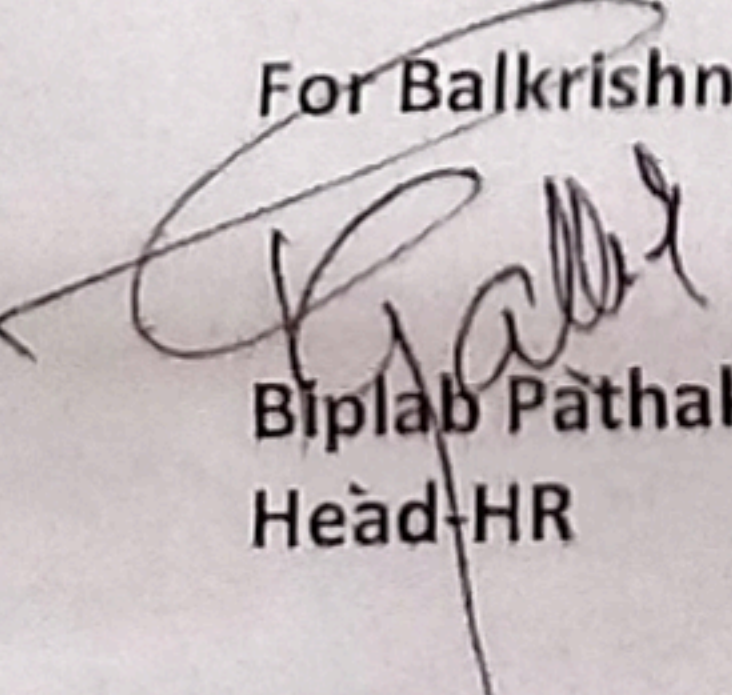


Please sign and return the duplicate copy of this letter as token of your acceptance of the offer. The acceptance should reach us within a week of receipt of this letter. You can pre-communicate your acceptance at jahangir.shahabadi@bkt-tires.com. You must also intimate us your residential address and mobile number for any further communication between us.

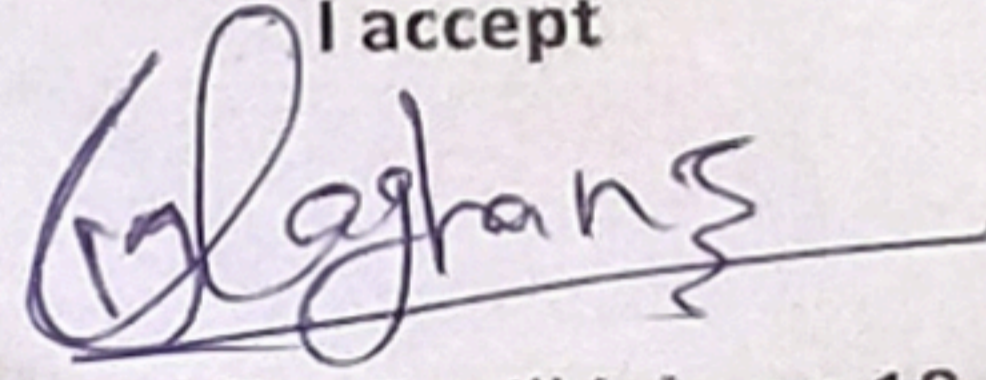
Please do not hesitate to contact Mr. Jahangir Shahabadi for any information / clarification at the above Id or mobile no. 02406646957/9823504482.

We welcome you to the BKT family and look forward for a long and successful career with us.

For Balkrishna Industries Limited,


Biplab Pathak
Head-HR

I accept



I accept the Offer & will join on 18.10.2021
(Signature)

Balkrishna Industries Ltd.

Corporate Office: BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-400 013,
(Maharashtra), India, Tel: +91 22 6666 3800, Fax: +91 22 6666 3898, website www.bkt-tires.com
Registered Office: B-66, Waluj Industrial Area, Waluj, Aurangabad-431 136 (Maharashtra), India



Offer: Computer Consultancy
Ref: TCSL/DT20229673087/Lucknow
Date: 03/02/2022

Mr. Pratik Laxmikant Lekurwale
107/108Tuljai Nagar,
Near Foster Development School,
Aurangabad-431001,
Maharashtra.
Tel# -

Dear Pratik Laxmikant Lekurwale,

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** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units 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 Xperience (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.

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TCSL/DT20229673087

1



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.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

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.

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TCSL/DT20229673087

3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 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



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 as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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 Xperience Programme 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 programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

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. Work in SBWS mode

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

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

12. 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 below.

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

13. 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.

14. 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.

15. Notice Period

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

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

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

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

16. Retirement

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

17. 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.



18. 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.

19. Background Check

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

20. 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

21. TCS Xperience Program

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

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

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

22. 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.

23. 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.



24. 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.

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Pratik Laxmikant Lekurwale
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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

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.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 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)

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

Passion for Quality

Premier Auto Components

IATF 16949-2016 Certified Company

(PLASTIC INDUSTRIES)

Manufacturers of Molded Components

OFFER LETTER

Date: 07.03.2022

Dear Mr. Ramkrishna A. Pande,

As discussed during our interview discussion, we are happy to issue job offer from our company organization on below terms:

- (1) Salary will be - INR 12000/- per month, considering effective 26 working days a month
- (2) You will be considered for controlling complete Dispatch related operational product Quality & quantity. And will be responsible for dispatch Planning execution & part delivery compliance.
- (3) After completion of above said timeline - subject to fulfilment of agreed responsibilities and part production targets -projected increment will be 8-10% annually.

Work Designation: Dispatch Supervisor-Trainee

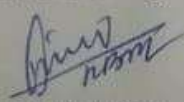
You will be Complete responsible for:

- (a) Complete take care of FG parts supplied quality & planned delivery
- (b) Ensure customer schedule Daily, changeover if any accordingly plan post operations of SFG inventory management.
- (c) Complete adherence to customer schedule, compliance to part delivery with Pre dispatch inspection reports are must.
- (d) Ensure defect free supplies to customer as per schedule, without failure is the core responsibility.
- (e) Adherence to control upon inventory in FG parts, min & max., in house and vendor, customer end to feed Assembly Line
- (f) Adherence to Quality record's as per audit system requirement like dispatch details, part pre-dispatch inspection records, dispatch plan Vs Actual compliance, dock audit records etc.
- (g) Maintain 1S-2S in work zone and discipline in workmanship.
- (h) Ensure the finish parts inventory, OK / Process / Under decision and maintain the data.
- (i) Complete coordination and cooperation with Premier Auto Components team is mandatory.

Please feel free to discuss any issues:

Please confirm your acceptance to said offer and Reply on mail as token of acknowledge. Considering as offer acceptance confirmation from your side, you may join the company organization from dt. - 07.03.2022 onwards...

Thanks and Regards


Rajesh Mahajan
[Manager -QMS]
Premier auto components
C-136 M.I.D.C.Waluj, Aurangabad
CELL :- +918237057715



Factory & Registered office : Plot No. C-136, MIDC Industrial Area, Waluj, Aurangabad - 431 136.
Cell No.: 9021744990, 8149914040,
E-mail : premierautocomp@gmail.com



Offer Letter

Name:VAIBHAV BALKRUSHNA SAWANT

Date:Sunday, February 20, 2022

Dear Mr. **VAIBHAV BALKRUSHNA SAWANT**,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Joining Location:	Byjus Pune - 4th floor, Pentagon 5, Magarpatta City Township Hadapsar, Pune - 411028
OJT Training Location:	Byjus - Aurangabad
Role Location:	Aurangabad

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, March 1, 2022**. Your work location after conversion to the role of Business Development Associate would be **Aurangabad** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are

not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information

and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax

liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.



23-Nov-2021

Dear Mangesh Ramdas Sonawane,
B.Tech, Civil
GS Mandal's Maharashtra Institute of Technology, Aurangabad

Candidate ID – 18981307

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Mangesh Ramdas Sonawane **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

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

AND

Mangesh Ramdas Sonawane, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

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

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

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

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

- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

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

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited Mangesh Ramdas Sonawane

Sign: _____
Name:

Sign: _____
Name:



पोलीस आयुक्तालय,
मिरा-भाईंदर, वसई-विरार

सेक्टर-५, शांतीगार्डन, मिरारोड(पूर्व), जि.ठाणे ४०११०७

Phone No.022-29451003,

Email ID- cpoffice.mb-vv@mahapolice.gov.in



म्यातंत्र्याचा अमृत महोत्सव

जा.क्र.पोआ/मिभाववि/आस्था-१/पोलीस शिपाई-२०२१/नियुक्ती आदेश/२०२३

दि. ०३/०८/२०२३

विषय :- पोलीस शिपाई भरती-२०२१

पोलीस शिपाई पदावर अस्थायी व तात्पुरत्या स्वरूपात नेमणुकीबाबत.

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आदेश :-

मिरा-भाईंदर, वसई-विरार आयुक्तालयाचे आस्थापनेवरील सन २०२१ मधील पोलीस शिपाई संवर्गातील रिक्त पदे भरण्यासाठी पोलीस भरती प्रक्रिया-२०२१ आयोजित करण्यात आली होती. सदर भरती प्रक्रियेत मैदानी चाचणी व लेखी परिक्षेत पात्र ठरलेल्या उमेदवारांची गुणानुक्रमे सामाजिक व समांतर आरक्षणानुसार पोलीस शिपाई पदासाठी निवड झालेल्या उमेदवारांपैकी खालील उमेदवारांची कागदपत्र पडताळणी, वैद्यकीय तपासणी व पुर्व चरित्र पडताळणी झाली असून नमूद उमेदवारांना मिरा-भाईंदर, वसई-विरार आयुक्तालयाचे आस्थापनेवर हजर झाल्या तारखेपासून "पोलीस शिपाई" (गट-क) संवर्गात अस्थायी पदावर वेतन मॅट्रीक्स मधील वेतन स्तर एस-७ : रु.२१७०० -६९,१०० मधील प्रारंभिक वेतन रु.२१७००/- या वेतनावर (विशेष वेतन रु.७५०/- व नियमानुसार अनुज्ञेय भत्ते) दि.०४/०८/२०२३ पासून पुढील नमूद अटी व शर्तीच्या अधिन राहून निव्वळ तात्पुरत्या स्वरूपात नियुक्ती देण्यात येत आहे.

अ.क्र.	उमेदवाराचे नांव	चेस्ट नंबर	लिंग	मूळ प्रवर्ग	निवड प्रवर्ग	समांतर आरक्षण
1	योगेश रामराव खराडे	39888	MALE	OBC	Open	Project Affected
2	मंगेश अशोक वानखेडे	17511	MALE	SC	SC	Project Affected
3	महेश सुनिल शेंबाडे	14796	MALE	ST	ST	Project Affected
4	विष्णू नारायण बुगडीकट्टेकर	41165	MALE	Open	Open	Ex-Serviceman

- सदरची नियुक्ती ही अस्थायी व निव्वळ तात्पुरत्या स्वरूपाची राहिल. शासनास त्यांच्या सेवेची आवश्यकता नसल्यास कोणत्याही प्रकारचे कारण न देता अथवा आगाऊ सुचना न देता केव्हाही सेवेतून सेवामुक्त करण्यात येईल.
- मा. मुंबई उच्च न्यायालयाच्या औरंगाबाद खंडपीटाने याचिका क्र.२१३६/२०११ व अन्य याचिकावर दि. २५.०८.२०११ रोजी दिलेल्या आदेशाच्या विरोधात मा. सर्वोच्च न्यायालय, दिल्ली येथे दाखल एसएलपी च्या निर्णयाच्या अधीन राहून सदर नियुक्ती देण्यात येत आहे.
- महाराष्ट्र शासन, सा.प्र.वि. शा.नि.क्र.बीसीसी-२०११/प्र.क्र.१०६४/२०११/१६-ब, दि. १२/१२/२०११ नुसार मागासवर्गीय उमेदवारांना सहा महिन्यांचे आत त्यांचे जात प्रमाणपत्राची वैधता तपासण्याचे अधीन राहून निव्वळ तात्पुरत्या स्वरूपात नियुक्ती देण्यात आली आहे.

४. मागासवर्गीय उमेदवारांनी नियुक्ती झाल्यानंतर ६ महिन्यांचे आत आपल्या जात प्रमाणपत्राची वैधता संबंधीत जात पडताळणी समितीकडून करून घेणे बंधनकारक राहिल. उमेदवाराची जात वैधता पडताळणी झाली नसल्यास नियुक्ती स्विकारताच जात वैधता तपासणीसाठी संबंधीत जात पडताळणी समितीकडे या कार्यालयाचे मार्फत प्रस्ताव सादर करावा व जात पडताळणी समितीने दिलेल्या पोहोच पावतीची साक्षांकित प्रत या कार्यालयास सादर करणे बंधनकारक राहिल. जात पडताळणी समितीने उमेदवाराचे जात प्रमाणपत्र अवैध ठरविल्यास सामान्य प्रशासन विभाग, निर्णय क्र. सीडीआर-१०९३/१०७७/प्र.क्र.२३/९३/अकरा, दि.१२/१०/१९९३ नुसार उमेदवार संघेतून तात्काळ सेवामुक्त करण्यास पात्र ठरेल. आणि त्यांनी घेतलेले अन्य कोणतेही लाभ काढून घेतले जाण्यास सुध्दा पात्र ठरतील.
५. मागासवर्ग प्रवर्गांतून निवड झालेल्या उमेदवारांचे (अनु.जाती व अनु.जमाती प्रवर्ग वगळून) नॉनक्रॉमिलेअर प्रमाणपत्र, आ.दु.ब.घटक आरक्षणांतून निवड झालेल्या तसेच समांतर आरक्षणांतर्गत निवड झालेल्या उमेदवारांची प्रमाणपत्र पडताळणी अधिनियुक्ती देण्यात येत आहे. नियुक्ती नंतर त्यांचे प्रमाणपत्र अवैध ठरल्यास त्यांची कोणतीही पूर्व सूचना न देता त्यांची सेवा समाप्त करण्यात येईल.
६. नियुक्ती दिल्यानंतर भविष्यात कधीही उमेदवाराच्या चारित्र्य पडताळणी अहवाला संदर्भात प्रतिकूल फेरअहवाल प्राप्त झाल्यास अथवा त्याबाबत काही आक्षेपाई बाबी आढळून आल्यास तसेच उमेदवाराने भरून दिलेल्या साक्षांकन नमुना फॉर्ममध्ये खोटी/चुकीची माहिती दिल्याचे निदर्शनास आल्यास कोणतीही पूर्व सूचना न देता संबंधीत उमेदवाराची सेवा समाप्त करण्यात येईल. व त्याबाबत त्यांना कोणताही दावा करण्याचा हक्क राहणार नाही.
७. उमेदवाराने भरती होण्यासाठी गैरमार्गाचा, अवैध बाबींचा अवलंब केल्याचे किंवा भरतीसाठी सादर केलेली कागदपत्रे/प्रमाणपत्र खोटे/बोगस/बनावट असल्याचे भविष्यात केव्हाही निदर्शनास आल्यास/निष्पन्न झाल्यास त्यांची सेवा तात्काळ समाप्त करण्यास व कायदेशिर कारवाईस ते पात्र ठरतील.
८. प्रशिक्षण कालावधीत कोणत्याही प्रकारची इजा किंवा दुखापत झाल्यास त्याची सर्वस्वी जबाबदारी उमेदवाराची राहिल. तसेच उमेदवारास त्याबाबत कोणत्याही प्रकारची नुकसान भरपाई देय राहणार नाही.
९. पोलीस दलातील नोकरीबाबतची पात्रता व योग्यता आजमविण्यासाठी पोलीस प्रशिक्षण विद्यालयात मानसिक चाचणी घेण्यात येईल. या मानसिक चाचणीत अपात्र ठरल्यास सेवामुक्त करण्यात येईल.
१०. उमेदवारास प्रशिक्षण कालावधीमध्ये कोणत्याही प्रकारची रजा मिळणार नाही. प्रशिक्षण कालावधीत उमेदवरामध्ये दोष आढळल्यास, उमेदवाराची वर्तणूक गैरशिस्तीची आढळून आल्यास, कोणतेही बेशिस्त गैरवर्तन किंवा नितीमुल्यांचा न्हास करणारे अशोभनिय कृत्य केल्यास, पोलीस सेवेत स्वारस्य न दाखविल्यास किंवा प्रशिक्षण कालावधीत वरिष्ठ अधिकाऱ्यांच्या पुर्वपरवानगी शिवाय गैरहजर राहिल्यास त्यांना कोणत्याही प्रकारची पुर्व सूचना/नोटीस न देता त्यांची सेवा समाप्त करण्यात येईल.
११. शासनाने विहीत केलेले मुलभूत पोलीस प्रशिक्षण संबंधीत पोलीस प्रशिक्षण केंद्रामध्ये पुर्ण करण्यास टाळाटाळ केल्यास, पोलीस प्रशिक्षणात/प्रशिक्षण पुर्ण करण्यात स्वारस्य न दाखविल्यास अथवा प्रशिक्षणास गैरहजर राहिल्यास/भगोडा झाल्यास, महाराष्ट्र पोलीस नियमावली १९९९, भाग-१ मधील नियम ७८ (१) (viii) नुसार सेवा समाप्त (Terminate from Service) करण्यात येईल.
१२. महाराष्ट्र शासन, गृहविभाग पत्र क्र.पीएसबी-३११/प्र.क्र.५२१/पोल-५अ, दिनांक २६.०९.२०११ व अपर पोलीस महासंचालक, प्रशिक्षण व खास पथके, महाराष्ट्र राज्य, मुंबई यांच्याकडील पत्र क्र.प्रशि/पोशि-भरती/प्रशि खर्च वसुली/२०१२/२२३१, दि. २६.०४.२०१२ अन्वये नियुक्ती नवप्रविष्ट पोलीस शिपाई यांनी प्रशिक्षण कालावधीत अथवा त्यांचे प्रशिक्षण संपल्यानंतर पुढील ३ वर्षांत राजीनामा दिल्यास वा सदर पदावरून कार्यमुक्त करण्यास विनंती केल्यास त्यांचेकडून प्रशिक्षण कालावधीत अदा केलेले वेतन व भत्ते तसेच त्यांनी जितके महिने प्रशिक्षण घेतले आहे त्या प्रशिक्षणाचा खर्च म्हणून प्रती महिना रुपये २०००/- (प्रती मासिक रुपये दोन हजार फक्त) इतका प्रशिक्षणावरील खर्च वसूल करण्यात येईल, व सदरची रोख रक्कम शासकीय कोषागारात जमा करण्यात येईल, याबाबतचे हमीपत्र देणे उमेदवारास बंधनकारक आहे.

१३. सामान्य प्रशासन विभाग, निर्णय क्र. एसआरव्ही-१०९२/१०३३/प्र.क्र.३३/१२/८, दि.३/१२/१९९७ अन्वये धारण केलेल्या पदाचा राजीनामा द्यावयाचा असल्या राजीनामा देण्यासंबंधी नियुक्ती प्राधिका-यास एक महिन्याची पूर्व सूचना किंवा पूर्व सूचनेऐवजी एक महिन्याचे वेतना एवढी रक्कम नियुक्ती प्राधिका-याकडे प्रथम भरावी लागेल. राजीनामा मंजूर करणे/नाकरणे याबाबत सर्व अधिकार नियुक्ती प्राधिकारी यांना राहतील. तसेच एकदा राजीनामा मंजूर झाल्यानंतर कोणत्याही परिस्थितीत पुर्ननियुक्तीचा विचार केला जाणार नाही.
१४. महाराष्ट्र पोलीस शिपाई (सेवाप्रवेश) नियम २०११ मधील नियम १२ अन्वये पोलीस शिपाई पदासाठी विहित केलेले मुलभूत प्रशिक्षण पूर्ण करणे आणि प्रशिक्षणांती घेण्यात येणारी परीक्षा चार संधोमध्ये उर्तीण होणे बंधनकारक आहे. सदर परीक्षा उर्तीण होईपर्यंत त्यांना वार्षिक वेतनवाढ अनुज्ञेय राहणार नाही. तसेच चार संधोमध्ये परीक्षा उर्तीण न झाल्यास त्यांची सेवा समाप्त करण्यात येईल.
१५. महाराष्ट्र शासन गृह विभाग शासन निर्णय क्र.संकीर्ण-२०१७/३८३/प्र.क्र.४६१/पोल-५ब, दि. २६/१०/२०१७ नुसार व महाराष्ट्र पोलीस शिपाई (सेवाप्रवेश) नियम-२०११ व मधील नियम ३(२) उपखंड (अ) मधील सुधारणा नुसार घटक बदलीबाबतचे नियम लागू राहतील.
१६. ज्या संवर्गांतुन/जातीच्या प्रवर्गांतुन पोलीस शिपाई पदावर नियुक्ती झाली आहे, तो संवर्ग/प्रवर्ग नंतर बदलता येणार नाही.
१७. महाराष्ट्र शासन, सा.प्र.वि.शा.नि.क्र.वसीअ-१२१४/प्र.क्र.२६/११, दि. ०२/०६/२०१४ नुसार विहित केलेले मत्ता व दायित्व (Assets and Liabilities) बाबतचे विवरणपत्र नियुक्तीच्या दिनांका पासुन २ महिन्यांच्या आत सादर करणे बंधनकारक आहे.
१८. वित्त विभाग शासन निर्णय क्रमांक अंनिपो-१००५/१२६/सेवा-४, दि. ३१.१०.२००५ नुसार त्यांना नविन परिभाषित अंशदान निवृत्ती वेतन योजना अंतर्गत नव्याने विहित करण्यात आलेली राष्ट्रीय निवृत्ती वेतन योजना (NPS) लागू राहिल. तथापी त्यांना निवृत्तीवेतन योजना (म्हणजेच महाराष्ट्र नागरी सेवा निवृत्ती वेतनाचे अंशराशिकरण) नियम १९८४ आणि सध्या अस्तित्वात असलेली सर्वसाधारण भविष्य निर्वाह निधी योजना लागू होणार नाही. तसेच शासन वित्त विभाग क्र.रानियो-२०२२/प्र.क्र.३४/सेवा-४, दि. ३१/३/२०२३ अन्वये नमुना-१ प्रमाणे कुटुंबाचा तपशिलाचे हमीपत्र व नमुना-२ प्रमाणे सेवेत असतांना विकलांगतेमुळे शासकीय सेवेसाठी असमर्थ ठरल्यास/मृत्यू पावल्यास अनुज्ञेय लाभ देण्याबाबतचा विकल्प देणे बंधनकारक आहे.
१९. शासन परिपत्रक क्र.एसआरव्ही-२०००/प्र.क्र.१७/२०००/बारा, दिनांक २८.०३.२००५ व क्र.एसआरव्ही-२०००/प्र.क्र.१७/२०००/बारा, दिनांक ०१.०७.२००५ अन्वये महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिज्ञापत्र) नियम २००५ मधील नियम ४ नमुना-अ नुसार ह्यात असलेल्या मुलांची संख्या दोन पेक्षा अधिक असेल तर दिनांक २८.०३.२००५ व तदनंतर जन्माला आलेल्या मुलांमुळे सेवेत राहण्यास अनर्ह ठरविण्यास पात्र ठरतील.
२०. महाराष्ट्र पोलीस नियमावली १९९९, भाग-१ मधील नियम क्र.२०७ अन्वये पोलीस शिपाई पदासाठी हिंदी बोली भाषा स्तर ही परीक्षा उर्तीण होण्याची अट विहित केली आहे. सामान्य प्रशासन विभाग निर्णय क्र.म.भा.प.-१०८७/१४/सीआर-२/८७/२०, दि.३०/१२/१९८७ नुसार नियुक्ती नंतर हिंदी भाषा परीक्षा उर्तीण होण्यापासुन सुट मिळाली नसेल तर उमेदवारास हिंदी भाषा परीक्षा उर्तीण होणे अनिवार्य आहे.
२१. महाराष्ट्र पोलीस शिपाई (सेवाप्रवेश) नियम २०११ नुसार नियुक्ती दिलेल्या पोलीस शिपाई यांना महाराष्ट्र पोलीस नियमावली १९९९, महाराष्ट्र पोलीस अधिनियम १९५१, महाराष्ट्र पोलीस (शिक्षा व अपिले) १९५६, सेवेच्या सर्वसाधारण शर्ती, रजा, सेवानिवृत्ती, वर्तणूक इत्यादी प्रयोजनार्थ महाराष्ट्र नागरी सेवा नियम तसेच मा.पोलीस महासंचालक, महाराष्ट्र राज्य मुंबई यांनी निर्गमित केलेले स्थायी आदेश, परिपत्रक व नियम लागू होतील.
२२. महाराष्ट्र पोलीस शिपाई (सेवाप्रवेश) नियम २०११ मधील नियम ३(१)(ड) (सुधारणा नियम २०१६) नुसार मोटार वाहन अधिनियम १९८८ मधील कलम २(२१) नुसार हलकी वाहने चालविण्याचा परवाना धारण करणे आवश्यक आहे. सदर परवाना धारण न केलेल्या उमेदवाराने नियुक्ती नंतर पोलीस प्रशिक्षण पूर्ण झाल्यावर २ वर्षांच्या आत परवाना धारण

- करणे बंधनकारक आहे, विहित कालावधीत वाहने चालविण्याचा परवाना धारण न केल्यास सेवा समाप्त करण्यात येईल.
२३. पोलीस शिपाई पदी नियुक्ती झाल्यावर पोलीस विभागातील वाहन चालकाचे कर्तव्य बजावणे व सक्षम प्राधिका-याने वाहन चालक कर्तव्याच्या अनुषंगाने दिलेल्या आदेशाचे/सुचनांचे पालन करणे बंधनकारक आहे.
२४. महाराष्ट्र पोलीस शिपाई (सेवाप्रवेश) नियम २०११ मधील नियम १३ (सुधारणा नियम २०१६) नुसार नियुक्तीच्यावेळी शासनाच्या माहिती व तंत्रज्ञान संचालनालयाकडून वेळोवेळी विहित करण्यात येणारे संगणक हाताळणीबाबतचे प्रमाणपत्र धारण करणे आवश्यक आहे. तसेच शासन निर्णय क्र. सा.प्र.वि.क्र. प्रशिक्षण २०००/प्र.क्र.६१/२००१/३९, दि.१९/३/२००३ अन्वये नियुक्तीच्यावेळी सदर संगणक अर्हता धारण केली नसल्यास नियुक्तीच्या दिनांकापासून दोन वर्षांच्या आत सदर संगणक अर्हता प्रमाणपत्र प्राप्त करणे आवश्यक राहिल. अन्यथा महाराष्ट्र शासन, सामान्य प्रशासन विभाग अधिसूचना दि.२८/५/२०१८ मधील तरतुदीनुसार कारवाईस पात्र ठराल.
२५. नियुक्ती आदेशातील जे उमेदवार सध्या शासकीय/निमशासकीय सेवेत इतर ठिकाणी कार्यरत असतील अशा उमेदवारांनी पोलीस शिपाई भरतीसाठी भरलेल्या आवेदन अर्जानुसार संबंधित कार्यालयाची परवानगी घेतलेली असावी. तसेच पूर्वीच्या सेवेचा राजीनामा मंजुरीबाबतचे आदेश किंवा कार्यमुक्तीचे आदेश कर्तव्यावर हजर होण्यापूर्वी या कार्यालयात सादर करणे आवश्यक राहिल.
२६. महाराष्ट्र शासन, वित्त विभाग राजपत्र भाग-४-अ, दि.३०/१२/२०२१ मधील महाराष्ट्र नागरी सेवा (सेवेच्या सर्वसाधारण शर्ती) (सुधारणा) नियम २०२१ नुसार जन्मतारीख अचूक असल्याबाबत हमीपत्र सादर करणे बंधनकारक आहे. त्यानुसार एकदा केलेल्या जन्म तारखेच्या नोंदीमध्ये बदल करण्याची विनंती स्विकारली जाणार नाही.
२७. महाराष्ट्र शासन, वित्त विभाग परिपत्रक क्र. संकिर्ण-२०२१/प्र.क्र.५२/सेवा-३, दि.२२/११/२०२१ अन्वये शासकीय सेवेत नव्याने नियुक्ती झाल्यानंतर किंवा अन्य प्रकारे वेतननिश्चिती/वेतनवाढी अथवा इतर कोणत्याही आर्थिक लाभाच्या/प्रदानाच्या अनुषंगाने संपूर्ण सेवा कालावधीत नियमानुसार अथवा कायदानुसार देय व अनुज्ञेय ठरत नसतांना अतिरिक्त रक्कम प्रदान झाल्याची बाब सद्यःस्थितीत/भविष्यात शासनाच्या निदर्शनास आल्यास अशी अतिप्रदानाची रक्कम शासनास परत करण्याचे लेखी वचनपत्र देणे बंधनकारक राहिल.
२८. महाराष्ट्र शासन वित्त विभाग निर्णय क्र.रप्रस-१११४/प्र.क्र.११ सेवा-५, दि.१० जून, २०१५ अन्वये लेखी स्वग्राम घोषणापत्र तसेच महाराष्ट्र पोलीस नियमावली १९९९ भाग-१ नियम २४५ नुसार भारतीय राज्य घटनेतील संघराज्याशी एकनिष्ठ रहाण्याबाबत शपथ/प्रतिज्ञापत्र देणे बंधनकारक राहिल.
२९. महाराष्ट्र शासन, सा.प्र.वि. शासन निर्णय क्र.एसआरव्ही-२०१८/व्ही.आय.पी.६७/प्र.क्र.२०७/कार्या, १२ दिनांक २८.०५.२०१८ व महाराष्ट्र नागरी सेवा (ज्येष्ठतेचे विनियमन) नियमावली, १९८२ मधील तरतुदीनुसार नियुक्ती आदेश निर्गमित झाल्या दिनांकापासून ३० दिवसांचे आत संबंधीत उमेदवाराने नियुक्तीच्या ठिकाणी हजर होणे आवश्यक आहे. सदर कालावधीत हजर न झाल्यास तुम्ही नोकरीची संधी गमावाल व तुमचे नियुक्ती आदेश रद्द करण्यात येतील. यासाठी तुम्ही दिलेल्या कोणत्याही कारणांचा/विनंतीचा विचार केला जाणार नाही.
३०. उमेदवारांनी वरील सर्व अटी व शर्ती मान्य असून सदर नियुक्ती स्विकारत असल्याबद्दल व सदर आदेश प्राप्त झाल्याबाबत दुय्यमप्रतीवर स्वाक्षरी करून परत द्यावी.



(श्रीकांत पाठक)
अपर पोलीस आयुक्त
मिरा-भाईंदर, वसई-विरार

प्रति- सर्व संबंधित उमेदवार

प्रत:- राखीव पोलीस उप निरीक्षक, पोलीस मुख्यालय, मि.भा.व.वि.

२/- नियुक्ती दिलेले उमेदवार पोलीस शिपाई पदावर हजर झाल्याचा दिनांक इकडील कार्यालयास कळविण्यात यावा. कर्तव्यावर हजर झालेनंतर नवप्रविष्ट पोलीस शिपाई यांना किट व सरंजाम अदा करावा.

प्रत:- प्रमुख लिपीक लेखा शाखा, लेखा शाखा, मि.भा.व.वि.

२/- वर नमुद नवप्रविष्ट पोलीस शिपाई यांचे बँकेत खाते उघडण्याची कार्यवाही त्वरीत करण्यात यावी.

३/- नवप्रविष्ट पोलीस शिपाई यांचे सेवार्थप्रणालीमध्ये मुदतीत माहिती भरावी. तसेच नविन परिभाषित अंशदान निवृत्ती योजनेबाबत आवश्यक माहिती उमेदवारांकडून प्राप्त करून सेवार्थ प्रणालीमध्ये अद्यावत करावी. उमेदवारांचे वेतन विहित वेळेत होण्यांचे दृष्टीने आवश्यक कार्यवाही करावी.

प्रत:- आस्थापना लिपीक-४, आस्थापना शाखा.

२/- पोशि पदावर हजर झालेल्या उमेदवारांचे सन २०२३-२४ करिता गणवेप भत्ता अनुदान मंजूरीचे आदेश हजर झाल्या तारखेपासून ७ दिवसांच्या आत निर्गमित करावे.

प्रत:- पोलीस नोटीस (प्रसिध्दीसाठी)



Infosys®

Navigate your next

March 1, 2022

HRD/2T/1003918167/21-22

Mr. Saurabh Bahadure
N-11, K 22/ 7,
Navjeevan Colony ,Hudco
Aurangabad-431001
India

Ph: +91-7972825358

22-23

Dear Saurabh,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Document certified by Richard Lobo
<richard_lobo@infosys.com>
Digitally signed by Richard Lobo
Date: 2022.03.01 15:56:46 IST
Reason: Digitally signed
Location: Bangalore

seen

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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March 1, 2022

HRD/1003918167/21-22

Mr. Saurabh Bahadure
N-11, K 22/ 7 ,
Navjeevan Colony ,Hudco
Aurangabad-431001
India

Ph: +91-7972825358

Dear Saurabh,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **07-Mar-2022**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Name : Saurabh Bahadure
 Designation : Operations Executive - Trainee

Employee No	1234100	PF No	PY/BOM/10088/574381
Location	STP1, Mysore	UAN	145501508455
Personal Level	2	Bank A/C No	

Total Payable Work days	25.00	India	25.00	Overseas	0.00	LOP	0.00	Secondment	0.00
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(Amount in ₹)

Earnings		Deductions			
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	10,953.00	10,953.00	PF Contribution	1,314.00	1,314.00
Personal Allowance Extra	372.00	372.00	Infosys Welfare Trust	450.00	450.00
BonusExgratia-AdvancePmt	2,081.00	2,081.00	ESI Deductions	101.00	101.00
Annual Bonus/ Ex-gratia	110.00	110.00			
Total	13,516.00	13,516.00	Total	1,865.00	1,865.00
			Net Pay for the month	11,651.00	11,651.00

SIEMENS

Mr. Sachin Kharat
At Post Dawargaon,
Taluka Badnapur,
District- Jalna, 431202
Email: kharatsachin460@gmail.com
Mobile: 7378669993

Date 14-April-2022
Name & Email Pravin Kulkarni
Pravin.kulkarni@siemens.com
Dept People & Organization
Company Siemens Ltd
Our reference SLJAW/P&O/PMK/265182

Dear **Mr. Sachin Kharat**,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Junior Executive – Manufacturing** starting from **2nd May 2022** in **Siemens Energy, Transmission in Aurangabad**.

Your annual compensation, calculated on a cost-to-company basis, is **Rs.2,46,396/- p.a. (Rupees Two Lakh Forty-Six Thousand Three hundred and Ninety-Six Only)**, with the details provided in **Annexure I**.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final.
2. **Office location** – You are initially appointed to work in our **Aurangabad GIS. Works**.
3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
4. **Date of birth** – Based on your declaration we have recorded your date of birth as **03.08.2000**.
5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Limited


Samit Sachdeva
Vice President


Pravin Kulkarni
Senior Manager – People & Organization

Confidential Siemens Ltd.
Suni Mathur
Managing Director

Birla Aurora, Level 21, Plot No.
1080, Dr. Annie Besant Road,
Worli, Mumbai – 400030

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai – 400030, Corporate Identity number: L28920MH1957PLC010839; Tel: +91 (22) 3967 7000; Fax: +91 22 3967 7500. Contact / Email: www.siemens.co.in/contact; Website: www.siemens.co.in. Sales Offices: Ahmedabad, Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Gurgaon, Hyderabad, Jaipur, Jamshedpur, Kharghar, Kolkata, Lucknow, Kochi, Mumbai, Nagpur, Navi Mumbai, New Delhi, Puducherry, Pune, Vadodara, Visakhapatnam

SIEMENS

Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no **SL/AW/P&O/PMK/265182**, dated **14-April-2022**) plus the enclosed Annexures and accept employment with Siemens with our internal organizational unit, job family and level code of **MF-PN-FATME-TE14**.

Enclosures:

- Annexure I – Compensation structure
- Annexure II – Service conditions
- Annexure III – Terms & conditions of employment
- Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
- Annexure V – Joining formalities

Candidate Signature: _____


Sachin Kharat

Date: _____

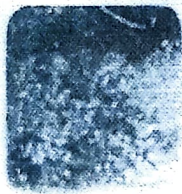
18-4-22

Confidential Siemens Ltd.
Soni Mathur
Managing Director

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai – 400030; Corporate Identity number: L28920MH1957PLC010839; Tel.: +91 (22) 3967 7000; Fax: +91 22 3967 7500; Contact / Email: www.siemens.co.in/contact; Website: www.siemens.co.in; Sales Offices: Ahmedabad, Bengaluru, Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Gurgaon, Hyderabad, Jaipur, Jamshedpur, Kharghar, Kolkata, Lucknow, Kochi, Mumbai, Nagpur, Navi Mumbai, New Delhi, Puducherry, Pune, Vadodara,

Birla Aurora, Level 21, Plot No.
1080, Dr. Annie Besant Road,
Worli, Mumbai – 400030

SIEMENS



Siemens Ltd.

Sachin Kharat



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

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BAL/HR/Waluj/10112021

Date: 10-11-2021

SHUBHAM SANJAY DHASAL

MU PO HASNABAD TA BHOKARDAN, HASNABAD, JALNA, MAHARASHTRA, 431135

Dear SHUBHAM SANJAY DHASAL,

We are pleased to inform you that you are selected as a "Company Trainee" in Grade "CT" at our Waluj Plant w. e. f. 10-11-2021 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.8000/- per month and Training Allowance of Rs.6000/- per month.
4. In addition, you will also be eligible for Conveyance Allowance of Rs. 500/- per month and House Rent allowance of Rs.780/- Per month.
5. Provident Fund and Employee Pension Scheme and ESIC 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 Waluj 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 may be made applicable to you.
9. You will not, without the Company's written permission, 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 Canteen and Transport facility will be provided to you at subsidized cost by the company 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.



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

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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.
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 10-11-2021.

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,

Gaurav Gupta
Manager (HR)

I SHUBHAM SANJAY DHASAL, hereby accept the terms and conditions set out in this Letter of Appointment.

Signature:  Date: 10-11-2021



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

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WALUJ/HRD/WA03/4

DATE: 11-Nov-2022

MR. BHAGWAT VITTHAL JADHAV
AT SAWKHEDA POST PIMPALGAON,
TQ-BHOKARDAN,
JALNA, 431134.

Dear Bhagwat,

Greetings!

We are pleased to inform you that you are appointed at our Waluj - Aurangabad Plant on the following terms & conditions.

1. You will be designated as "LINE ENGINEER".
2. Your basic salary will be Rs.750/- (Rupees Seven Hundred Fifty only) p.m. in the grade "WA03". Subject to the rules framed by the Company from time to time, you will also be paid other allowances / perquisites as applicable to your grade. Please refer to Annexure 'A' for details.
3. You will be on probation for a period of six months which may be extended further for period of six months, in writing, if necessary. On successful completion of your probation period, your services may be confirmed in writing.
4. During the period of probation or extension thereof, your services may be terminated without any notice and without assigning any reason thereof. After confirmation, your services may be terminated by one month's notice or salary in lieu thereof, on either side. However, acceptance of salary in lieu of notice will be at the discretion of the company.
5. Your job is transferable from one Division/Department/Section/Branch/Plant/ Associate Company to another in India. In case of transfer, you will have to abide by the working hours and other rules & regulations prevailing in that Division/ Department/ Section/Branch/Plant/Associate Company, without claiming any extra remuneration. You will also be liable to be transferred from one work/job/operation to another in any grade and/or trade.
6. You will be required to work in any set of shifts as and when your supervisors as per the exigencies of work will tell you.
7. The Management will be entitled to substitute weekly-off/s by working on weekly-off day of the factory as per the requirements of the Company, without prior consultation/consent. Accordingly, you shall come for work on the weekly-off day decided by the Management and observe the substituted weekly off.
8. You will abide by the Certified Standing Orders applicable to you, rules and regulations that may be in force from time to time.
9. The Canteen facility will be provided to you at subsidized cost by the Company and deduction for the tea/ snacks and lunch/dinner will be made from your salary per month irrespective of attendance in the month as per the rules of the company applicable from time to time. The deductions for the Canteen may be revised annually.



Bajaj Auto Limited,
Akurdi, Pune 411 035 India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

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FAVOURITE
INDIAN**

10. The transport facility will also be provided to you at the discretion of the Management and the availability of accommodation in the bus, at subsidized per seat cost payable for the transport. You will have to report at the specified pick-up point on the routes decided by the Company well in time to avail the transport service. The deductions for the transport facility will be made from your salary every month irrespective of attendance in the month. The deduction for availing transport facility will also be revised annually.

This arrangement is a mere facility; it may be withdrawn at any time without giving any notice.

11. The Company will provide you with two sets of uniforms every year free of cost. You shall report for duty in Company uniform only.
12. This offer of appointment is made based on the particulars of your qualification, age etc. furnished by you in your Bio- data / Application. Should any of the particulars furnished by you be found to be incorrect, you shall render yourself liable to termination.
13. You will not, without the Company's written permission, carry on any work elsewhere with or without remuneration in your spare time in any capacity whatsoever.
14. You will not divulge to any unauthorized person /s any of the Company's trade secrets or affair.
15. Any change in your address will be immediately intimated to the Personnel Department.
16. You are requested to join us latest by **11-Nov-2022**. Your appointment will take effect from the date on which you join duty in our company.
17. This offer is subject to your medical fitness to be certified by the Medical Officer of the company.

Please confirm your acceptance of the offer on the terms and conditions mentioned above by signing and returning the duplicate copy of this letter.

Thanking you,

Yours faithfully,
For Bajaj Auto Limited,

Sabyasachi Ray
VP (Human Resources)

Encl - as above.

I have understood the terms and conditions entirely and accept them univocally. I will join services latest by

Name: Bhagwat Vitthal Jadhav Designation: Line Engineer

Date: 11.11.2022

Bhagwat
11.11.2022

Annexure - A

Name	BHAGWAT VITTHAL JADHAV
Designation	LINE ENGINEER
Level / Grade	L5 / WA03
Location	WALUJ

Salary Components	Rs. p.m.	Rs. p.a.	Remarks
Basic	750		
Fixed DA	1,500		
Variable DA (Oct 2022)	13,653.90		
House Rent Allowance	2,125		
Conveyance Allowance	1,350		
Education Allowance	450		
Washing Allowance	550		
Medical Advance	500		
Professional Allowance (Qual. Based)	850		
Regular Attendance Bonus (RAB)	260		
Monthly Sub-total	21,988.90	2,63,866.80	
LTA		2,400	
Bonus		16,800	
Annual total		19,200	Refer Note No. 1 below
PF	1,908		12% as per PF rules.
Gratuity	765		As per Gratuity Act
Retiral total	2,673	32,081	
Gross Per annum		3,15,148	

Notes:

- 1 Amount mentioned is for Apr - Mar period, payable on pro-rata basis.

Remarks:

You will be covered under ESIC
 Income tax deductions, as per IT rules as applicable to you.
 Subsidised canteen, transport facility and company uniform.

Date - 11-Nov-2022


Western Region:
9th Floor, Magnus Tower,
Mindspace, Link Road,
Malad (West)
Mumbai - 400 064
Tel: 022 - 2844 9700 / 6679 5151
Fax: 022 - 2844 9792

Date : Oct 20, 2021
To : Sunil Raibole
Empl Code : 12723
Subject : Merit Increase

Dear Sunil,

We are pleased to inform you that based on Otis performance and your individual performance, your Compensation is revised effective 1st October 2021. Details of your Compensation is provided in the attached Annexure. We would like to thank you for your key contributions during the year.

We look forward to your continued contributions and commitment during these challenging times for the overall success of Otis.

All other terms and conditions remain same as per your appointment letter.

Best wishes for continued success!

Best Regards



Stephen D'Souza

Director – West Region

Otis Elevator Company India Limited
O: +91-22 2844 9700 / 6679 5151
F: +91-22 2844 9791

Registered Office:
9th Floor, Magnus Towers,
Mindspace, Link Road,
Malad (West), Mumbai 400 064
CIN : U29150MH1953PLC009158
otis.com

OTIS

SIGMA / HR / 2015

Date:15-Mar-2022

Mr. SWAPNIL ASHOKRAO INGOLE

Deepak Nagar Nanded,

Subject: Acceptance of your candidature as a Trainee

Dear SWAPNIL,

This has reference to In this regard, we are pleased to inform you that you have been offered 1st year training with us, which shall comprise primarily of on-the-job training & some classroom training in our company as Trainee on the following terms and conditions:

1. You are being accepted as Trainee. During the training you will be paid compensation/stipend as per the Annexure-A, enclosed with this letter.
2. Your first year training will commence from **15-Mar-2022** & shall stand automatically terminated at the end of second year i.e. on **15-Mar-2023**. Your training is also liable to be terminated during the above mentioned training period or at the end of it, without any notice or compensation and without assigning any reason thereof including any business exigencies. Your performance during the above training period will be assessed on continuous basis including formal & informal assessment thru tests as also the attendance & attitude/interest you demonstrate in learning & completion of practical assignments (on the job).
3. While you will be evaluated on continuous basis during your training period, if you are failing in these evaluations on the criteria decided by management e.g. learning ability, attendance, behavior on shop floor with other colleagues, trainers / superiors etc. your training will be terminated immediately.
4. You will be governed by the rules and regulations applicable to the Trainees of the Company, which may be revised from time to time, which shall be binding on you.

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5. If you remain absent for any reason whatsoever, from your training requirement for a continuous period of 04 (Four) days or more without prior sanction, then in such an event, the Company shall consider that you do not intend to continue your training and that you have put an end to your training period of your own free will and accord.
6. You will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
7. At present, you will be posted at Pune Plant. However, your training location / department is liable to be placed at any other location / department, worksites, offices, branches, factories, associates or group companies anywhere in India depending upon where the management thinks fit to put you for part / entire part of the training.
8. You will be entitled to stipend as per enclosed '**ANNEXURE – A**'
9. Matters pertaining to your remuneration (stipend etc) are strictly personal between you and the Company and should be treated as such.
10. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the Company, its collaborators, subsidiaries, associates, customers and suppliers. Any commitment given by the Company, to third parties including collaborators, customers, and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.
11. You will be entitled to Leave&Holidays in accordance with the rules of the Company.
12. Your training assignment is terminable by fifteen (15) days notice or stipend in lieu thereof on either side. However, relieving from the Company (of your traineeship) will take place after the Company is satisfied that proper handing over of any training material / tools, papers, documents, information, assets, etc. has taken place.
13. You will be responsible for machinery, tools and other items / materials entrusted to you from time to time. It will be your responsibility to keep all such machinery, tools and / or any other equipment's expressly entrusted to your custody in good, clean and working condition while you leave the services of the company.
14. You shall not give out any one by word of mouth or otherwise particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and / or organizational matters of confidential and secret nature, which may be your personal privilege to know by virtue of being our a trainee.

Contd..3

15. You shall be liable for a Medical check-up by a registered medical practitioner of company's choice at any time during the continuance of your Training at the company. The Management may terminate your training if you are not found medically fit as per the medical standards for the trainees, prescribed by the company, without any notice or compensation. In this regard decision of the Medical Practitioner appointed by the company shall be final and binding on you.
16. In all matters not specifically provided herein you will be governed by all rules / regulations and orders of the company that are framed / modified and made applicable to your category of Trainees from time to time.
17. Please sign and return the duplicate copy of this letter in token of your having read understood and accepted the terms and conditions mentioned herein.

Management, while accepting you as a Trainee, wishes you all the best in your future endeavors and expects that you will put in the best efforts in your learning and pass all examinations so prescribed in future.

Yours faithfully,

For SIGMA Electric Manufacturing Corporation Pvt. Ltd.



Authorised Signatory

The terms and conditions are explained to me, which I have fully understood. The same are accepted by me and will remain binding on me. I further undertake that neither there is a binding of any kind on me to accept any employment or further training with the company nor shall I have any claim of employment of any kind on the company during or on completion of training.

Signature of Trainee:

Date:

Name: Swapnil Ashokrao Ingole