

Ms. Archana Kalyan Patil
Pune

Contact No: 9579846823
PAN No: ELQPP9967J

Dear Archana,

Subject: Employment Letter

We ("the Company") are pleased to offer you the position **R&D Development Associate Engineer (100)** subject to the following:

- (1) This is only a provisional offer and is made on the basis of Company's current business requirements. In the event of any change in Company's business requirements, the Company, in its sole discretion, may withdraw/cancel this offer.
- (2) This offer is subject to your successful completion of **BE** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **BE** program this offer shall automatically stand withdrawn.
- (3) You are required to join the Company from **20-May-21**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
- (4) Upon joining, Company will invest considerable amount of time and money to provide extensive specialized technical, professional and other trainings and experience in certain software applications and methodologies, including trade secrets and the Company's proprietary information to you in order to make you a productive employee. In order to protect Company's investment in such specialized extensive training and experience, you will be required to execute an undertaking on the date of joining, a format of which is enclosed herewith as Annexure C.
- (5) This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
- (6) You will initially be based at the Company's office at **Dassault Systemes Solutions Lab Private Limited (Formerly known as 3D PLM Software Solutions Pvt. Ltd.)** Agra Fort Bldg, Plot No. 15/B, Rajiv Gandhi InfoTech Park, MIDC Phase 1 Hinjewadi Pune 411 057 unless communicated otherwise by the Company prior to your joining.
- (7) Upon joining, your compensation will be as described in Annexure A



- (8) Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
- (9) You shall keep the contents of this offer and any Annexure hereto confidential.
- (10) This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09:30 AM** on the date of joining mentioned above. Please ask for **Neha Borhade** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address:

**Dassault Systemes Solutions Lab Private Limited
Plot No. 4, Pune InfoTech Park, MIDC Hinjewadi
Pune - 411057
Tel: 91-20-4028 6000**

We understand that you may have queries during your joining period. We would encourage you to contact **Ashok M (on Email ID: ashok.m@3ds.com/ Tel: 9008411180)**.

We welcome you into the Dassault Systemes family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Dassault Systemes Solutions Lab Private Limited,**

Shirish Bavdekar
Head – Talent Acquisition

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is _____.

Name: _____

Date: _____

Signature: _____



ANNEXURE A

Name: Ms. Archana Kalyan Patil
Designation: R&D Development Associate Engineer
CLG: 100
Location: Pune

Compensation Components:

A. Basic Salary	Monthly	Annually
Basic	17,023	204,280
Sub Total A	17,023	204,280
B. Allowances		
House Rent Allowance	8,512	102,140
Flexible Benefits	11,295	135,545
Statutory Bonus	3,600	43,200
Superannuation Contribution	-	-
Sub Total B	23,407	280,885
Total (A+B)	40,430	485,165
C. Variable Compensation		
Variable Pay	2,128	25,535
Sub Total C	2,128	25,535
On Target Earning -OTE (A+B+C)	42,558	510,700
D. Benefits		
PF Contribution	2,043	24,514
Gratuity (As Per Act)	819	9,826
Medical & Personal Accident Insurance	417	5,000
Sub Total D	3,278	39,339
CTC (A+B+C+D)	45,837	550,039

For Dassault Systemes Solutions Lab Private Limited,

Shirish Bavdekar
Head – Talent Acquisition



Note:

- Annual Compensation Revision (ACR) for all eligible employees is processed in April as per company policy. Employee joining on or before 30th September in the current year is eligible for Annual Compensation Revision in the subsequent year effective 1st April, on pro-rated basis. Compensation revision will be decided on the basis of your performance and organization's decision on compensation revision.
- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.
- The Basic salary component will be used for computation of your retiral benefits.

SALARY COMPONENT'S DESCRIPTION:

1. Flexible Benefits

Flexible Benefits component shows total entitlement from which employee can claim a legitimate tax-free income as far as admissible under statute.

2. Telephone Reimbursement (as per the Company's existing policy):

You can claim reimbursement of expenses incurred on telephone, mobile or internet connection against valid original bills (i.e. original bills for the period you are in employment with the Company issued in your name within the same financial year in which the claim is made). Any amount that is not supported by valid original bills, will be paid along with salary for March, subject to deduction of tax at source.

3. Lunch Allowance:

Lunch Allowance is an optional component in your salary, which if opted, will be paid in form of Sodexo Coupons on a monthly basis. If you do not opt for Sodexo, then the above indicated amount will be disbursed as Special Allowance in the monthly salary.

4. LTA (Leave Travel Assistance):

One can opt for monthly or one-time disbursement. Monthly disbursement will be subject to deduction of tax at source. Taxability of the one-time disbursement will be subject to production of valid travel proof and applicable tax laws.

5. Statutory Bonus

Statutory Bonus is paid on monthly basis and it includes bonus payout under Payment of Bonus Act. This component is applicable up to CLG 200.

6. Superannuation Contribution:

Employees at the CLG 400 and above are entitled for this benefit.



7. Variable Pay:

Variable Pay is currently paid on a quarterly basis. The amount of Variable Pay specified above is only an indicative figure and actual payout will be based on Company's Variable Pay scheme in existence from time to time.

8. Employer's contribution to Provident Fund:

Your Provident Fund membership begins on the date of joining the Company.

Employee's share of contribution i.e. 12% of your actual monthly basic salary will be deducted from your monthly salary. The salary structure as offered to you contains the Employer's PF contribution, which is equal to that of the employee's share of contribution.

9. Insurance Benefits:

It covers contribution to Group Medical Insurance, Group Personal Accident Insurance and Group Life Insurance as per applicable company policy.



ANNEXURE B
TERMS AND CONDITIONS

1. You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You may be required to work in shift system as per requirements of your job position.
3. While you are based in India, you will earn leave at the rate of 34 working days paid vacation per financial year (April – March). e.g. Earned Leave (12), Casual Leave (10), Sick Leave (12). This is as per prevalent leave policy.
4. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.
5. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
6. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexures thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
7. **Termination by the Company** – The Company may terminate your services at any time with or without Cause subject to the following:

If the Company terminates your services without Cause, it shall (a) provide you notice of 90 (Ninety) days or such other period stated in the Company's policy prevailing at the time of such termination, or (b) pay you an amount equivalent to the monthly fixed salary for the shortfall in such notice period.

If the Company terminates your services with Cause - Your services may be terminated by the Company without notice for Cause.

"Cause" shall mean:

- a) Your breach of any of these terms or any other agreement signed by you with the Company, or
- b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or



- e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g) Your Unauthorized absence from work; or
 - h) Your insubordination; or
 - i) Your misconduct
8. **Termination by Employee** – If you wish to resign from the services of the Company, you shall provide the Company notice of 90 (Ninety) days or such other period stated in the Company’s policy prevailing at the time of such resignation. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the monthly fixed salary for the shortfall in such notice period.
9. **Termination on Retirement** - Your employment will automatically terminate on retirement. Retirement will occur at the end of the month in which you complete 60 years of age.
10. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
11. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company’s and its clients’ rights in the information and materials developed by you or disclosed to you during the course of your employment. A copy of the Confidentiality and IPR Agreement can be provided to you, if you so request.
12. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
13. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
14. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney’s fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company’s standard benefits published on the Company’s intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
15. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Mumbai, India.



Schedule 1 to Annexure B (applicable only for new joinees)

MANDATORY LIST OF DOCUMENTS

Please carry the original documents along with a photocopy on your **Date of Joining**. Originals will be returned after verification on the same day:

- 1) Educational mark sheets & certificates –
 - (i) 10th mark sheet
 - (ii) 12th mark sheet
 - (iii) Graduation – All semester mark sheets & certificates
 - (iv) Post Graduation - All semester mark sheets & certificates
 - (v) Any other certificates
- 2) PAN Card
- 3) Passport
- 4) Driving License
- 5) Aadhaar Card
- 6) Doctor's Certificate in original which must mention the following:
 - (i) Certificate Date (not more than one week prior to date of joining)
 - (ii) Your Full Name
 - (iii) Your Age
 - (iv) Certification that you are of sound physical and mental health and also that you are not suffering from any contagious disease.
 - (v) Blood group.
- 7) Photocopies of service certificates from all the previous employers

You are also requested to carry four passport size color photographs.

Acknowledgement by Candidate

I hereby confirm to submit the above listed documents on my date of joining;

Name: _____ Date: _____

Signature: _____



**ANNEXURE C
UNDERTAKING**

Whereas I, _____ <Name>, son/daughter/wife of _____ having permanent residence at _____, have been appointed as _____ <Designation> by **Dassault Systemes Solutions Lab Private Limited**, a company incorporated under the Companies Act, 1956 having its registered office (herein after referred to as "**the Company**");

Whereas the Company will invest considerable amount of time and money to provide extensive specialized technical, professional and other trainings and experience in certain software applications and methodologies and may disclose trade secrets and the Company's proprietary information to me in order to make me a productive employee of the Company;

Capitalized terms not otherwise defined herein have the meaning given to them in the Employment Letter dated **16-Sep-20**

Now therefore in consideration of the Company investing time and money to provide the aforesaid trainings and experience to me:

1. I acknowledge and agree that the Company and /or its subsidiaries will invest considerable amount of time and money to provide specialized training to me in order to provide better services to the Company's clients.
2. I acknowledge and agree that the said specialized training would substantially enhance my professional skills and ability and that my non-availability in providing services to the Company pursuant to such specialized training would adversely affect the Company's operations and result in a loss of its investment.
3. I further acknowledge and agree that the Company has to recover and earn a return on its investment in such specialized training and that such recovery and earnings are directly dependent on me fulfilling my obligations under this Undertaking.
4. I hereby agree to receive and complete such specialized training and further undertake to remain in the employment of the Company for a period of not less than 18 months (excluding the notice period) from the date of joining (herein after referred to as "Stipulated Period").
5. I understand and agree that in the event I breach Clause 4 i.e. I voluntarily leave the employment of the Company or the Company terminates my employment with Cause before the expiry of the Stipulated Period, it will cause the Company to suffer damages, ("Liquidated Damages"), which is mentioned in Clause 6 below.
6. I and the Company have mutually discussed and I agree that the estimated amount of Liquidated Damages will be **INR 50,000/- (Rupees Fifty Thousand Only)**
7. I understand and agree to pay the Company the amount of Liquidated Damages stated in Clause 6 above in the event I breach the terms of this Undertaking. I shall pay such Liquidated Damages to the Company before



the last day of my employment with the Company. I agree that the Company is entitled to recover all or part of Liquidated Damages from any amounts payable by Company to me.

8. I further undertake not to dispute the amount, and I shall pay the amount within the time mentioned in Clause 7 above and at the same time Company has full right to initiate appropriate legal proceeding against me.
9. The validity, construction, and interpretation of this Agreement and the rights and duties of the parties shall be governed by and construed in accordance with the laws of Republic of India, excluding its conflicts of laws provisions and the courts of Mumbai shall have exclusive jurisdiction in matters related hereto.
10. In the event of any dispute of difference arising between the parties hereto over the interpretation or construction of any of the terms or provisions hereof and/or the implementation or enforcement thereof or of any right hereunder or any remedy relating thereto, the same shall be referred for arbitration to the sole independent arbitrator to be nominated by the Company whose award shall be final and binding on the parties hereto. Every such reference shall be deemed to be a submission to arbitration under the Arbitration and Conciliation Act, 1996, or any modification or re-enactment thereof. The venue of such arbitration shall be Mumbai. Subject hereto, the courts in Mumbai alone shall have exclusive jurisdiction to the exclusion of other courts.
11. Should any provision of this Undertaking be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the Undertaking that becomes apparent when performing the Undertaking shall be replaced, interpreted or supplemented as the case may be in such a manner that the intended economic purpose of the Undertaking will be achieved.
12. And it is further agreed that all communications between the parties hereto shall be deemed to have been effectively served if addressed to the party at the registered office address of the Company and my address as set above (unless another address has been specified in writing by the party to which the notice is given) in writing by hand delivery or by postal delivery.
13. I have independently consulted my legal counsel before executing this Undertaking.

Executed by me on this _____ day of _____ 201____ at _____

(NAME & SIGNATURE OF EMPLOYEE)

Executed by the Company on this ___ day of _____ 201____ at _____ for fulfilling the promises made as set forth in this Undertaking.

For **Dassault Systemes Solutions Lab Private Limited,**

Shirish Bavdekar
Head – Talent Acquisition



OFFER LETTER

Ref No: LQTL/HRD/OL/2020/08/23

To,

Mr. /Ms. AJINKYA UDDHAV THORAT

DATE: 04/08/20

Dear AJINKYA,

This is to inform that you have been selected for the post of "DTE" in our company. Your Base location will be **GUJARAT** (however the company reserves the right to transfer you to any other city or country, where it is running operations/offices).

Your CTC will be **Rs.21200/-** per month and the Salary Particulars shall be as follows:

BASIC	15100/-
HRA	0/-
CONVEYANCE	0/-
OTHER ALLOWANCE	4598/-
ADVANCE BONUS	1500/-
SPECIAL PAY	0/-
GROSS REMUNERATION (A)	21198/-

Subtract: Following Statutory items (As applicable)

Employee's Contribution to P.F	0/-
Employee's Contribution to ESI	0/-
Employee's Contribution to LWF	1/-
Employee's Accommodation Charges	997/-
Employee's Contribution to Insurance	200/-
Total (B)	1198/-

Net Take Home Salary (A-B)	20000/-
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Add: Following Statutory items (As applicable)

Employer's Contribution to P.F	0/-
Employer's Contribution to ESI	0/-
Employer's Contribution to LWF	2/-
Total (C)	2/-

CTC (A+C)	21200/-
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INSTRUCTIONS: -

1) Actual Amount (as mentioned below) will be deducted against any trainings imparted to the resource if resource leaves the organization within 1 year (Engineer) & 6 Months (Riggers & Technicians)

- Farm Toqli - INR 6000
- Medical - INR 800
- First Aid - INR 800

2) Resource will have to serve Notice period of minimum 30 days from date of resignation, however this can change based on Approval of Reporting Manager.

3) Infra received by resources to be checked thoroughly with photographs of any scathes or damages and to be documented by resource as well as the infra SPOC from LINKQUEST.

In case of any damages, actual cost of lost/damaged item will be recovered from the resource after consultation with the manager.

4) Resource will have to mark Daily attendance & Infra confirmation on portal without fail as per the given timelines.

5) This job is transferable and Resources have to be ready to relocate to any assigned location.

6) OHS norms need to be followed as per the trainings and ways of working communicated by the OHS Lead.

7) Engineers supervising drivers/riggers/technicians shall be solely responsible for the OHS compliance of rigger and monitoring of the ways of working on site.

8) Engineers using Linkquest cabs shall be solely responsible for maintaining cab condition. In case of any violation by drivers, the same shall be reported with immediate effect.

9) Additional Infra acknowledgement form with details of permanent address and also two neighbor's addresses with permanent address and phone numbers to be verified by HR.



LinkQuest Telecom Ltd
G-25, Ground Floor
Sector-3
Noida 201 301 (UP) India
T +91 120 4634000
F +91 120 4634040
E info@linkquestindia.com
www.linkquestindia.com



You are requested to insure submission of all the required documents in soft or hardcopy on or before joining, then, only you will be allowed to join the organization. Also please note that it will be your sole responsibility to submit all the relevant documents related to your employment and satisfy the need of HR Department to comply for statutory compliances; and take a receipt for the same, based on that receipt your Date of Joining shall be considered and your employment with us will be considered from that date only.

Your date of joining will not be considered if you fail to submit all the below mentioned documents on or before Your Joining.

(Please note that it is mandatory to submit all the documents)

1. **Copy of updated CV**
2. **Filled Employee Joining Form (Word Format & PDF File of Signed Form, also send hard Copy)**
3. **Filled & duly signed BGV Application Form**
4. **Filled ESI-Form-01, EPF-Form-02, EPF-Form-11, Nomination Form-F (whichever is applicable in your case)**
5. **Declaration for Dual Employment**
6. **Declaration for Experience**
7. **Declaration for Education**
8. **Certificate of Fitness**
9. **Joining Letter – Offer /Appointment Letter of Previous Employer.**
10. **Relieving Letter/Accepted Copy of Resignation Letter/Experience Letter of Previous Employer.**
11. **Last 2 months' Salary Slip of Previous Employer.**
12. **Copies of Educational Certificates/Mark Sheets (10th, 12th, Graduation & Highest degree).**
13. **PAN Card copy**
14. **Aadhar card**
15. **Permanent Address Proof (Driving License/Passport/Ration Card/Voter ID).**
16. **Eight (08) No of Passport Size Photographs.**
17. **Two (02) Copies of Group Family Photograph if covered under ESI [You+ Spouse (if any) + Dependent Children (if any) + Dependent Parents (if any)].**
18. **Scanned copy of Cancelled Cheque/ Bank Passbook/ Bank Statement (To enable us for Salary Transfer)**

This offer shall automatically cease in case you fail to join us on or before **04/08/2020**.

Thanks & Regards,



**Team HRD
LINKQUEST TELECOM LTD.**

I accept the offer of employment thoroughly.

I shall report for duty on_____



LinkQuest Telecom Ltd
G-25, Ground Floor
Sector-3
Noida 201 301 (UP) India
T +91 120 4634000
F +91 120 4634040
E info@linkquestindia.com
www.linkquestindia.com

OFFER LETTER

ATTN: Mr. Mayur Bhople

Date: 27th Aug 2019

We are pleased to offer you position with Coolpad Communications Pvt Ltd as a **QC Engineer** for the period of employment, on the following terms and conditions:

1. Your probation period of employment shall be valid for 3months. Not with standing this in the event of the project /work for which you are being employed come to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work, unless they are explicitly extended by us a letter in writing.
2. Notwithstanding anything above depending upon the aforementioned project/work the company reserve its right to extend your temporary appointment for such period or period as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of Management to anywhere in India.
4. The Company expects you to work with a high standard of ethical practices, initiative, efficiencies, during your employment. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.
5. You need to cover all directly and indirectly Marketing & Sales related activity all across India as per our company and partners company policy to do work pertaining to or incidental to the partner's business.
6. Detail of your salary break up with components is as per the enclosure.
7. You will be eligible for leave as per the company policy, during the period of your contract of Employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You need to work honestly and dedicated towards company and its partner's interest in terms of our brand.
10. During your tenure with company you are not allow take up any other private or personal assignment with any clients. If company find your involvement in such activities then company has right to terminate the services and can file compensation for the damage caused by you.
11. You will be responsible for the safe keeping and return in good condition and order of all the properties for the company, which may be in your use, custody, care or charge for any loss, damage or non return of any property of the company in your possession and care the company will have a right, in its sole discretion, to either take steps to recover the said properties of the company by due process of the law or recover the original value of all such materials from you. Company shall have further and additional right to take such other action as it deems proper in the event of your failure to account for or return such material or property as would be entrusted to you during the course of your employment to you or on your direction.

COOLPAD Communications Pvt. Ltd.

12. You will not enter any commitments or dealing on behalf of the company for which you have no express and/or written authority.
13. You verily agree and confirm by accepting the offer of appointment that the company's internal information and its various business and operational practices and details.
14. You will be on probation period of 3months effective from the date of your joining. The said period probation may be extended or reduced at the sole discretion of the management. During the period of probation, this employment contract is terminable on either side by giving one month' prior written notice or payment of only the Basic salary in lieu thereof. On completion of initial probation period of 3months, you will be deemed to be confirmed in the services of the company, unless otherwise intimated, in writing by the company.
15. Including but not limited to the details of company's business processes, communications/mails, list and details of customers/clients, technical know-how, financial records, commercial plans etc, which come into your knowledge or information are of a confidential/secret nature & you will always maintain the confidentiality of such information, details or processes.
16. You are not authorize to give any interview in media (print or electronic) unless specifically authorized by management in writing, give any interview in any newspaper, magazine or write to press or media (Print or electronic).
17. This contract shall be terminable by either party giving 30 day's notice in writing or salary in lieu of notice, to the other.
18. You will intimate in writing to the management any change of address within a week from change of the same, failing which any communication sent by us to you, on your last recorded address/address as indicated above, shall be deemed to have been served upon you.
19. You need to submit the following self attested documents:
 - a) 4 copies of your recent passport size photographs.
 - b) Self attested educations certificate.
 - c) Self attested passport copy.
 - d) Self attested PAN card copy.
 - e) Relieving letter from previous employer you were employed.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the M/s. **Coolpad Communications Pvt Ltd.** family. As a new entrant, we would like you to whole-heartedly contribute in this process.

With warm regards,

Coolpad Communications Pvt Ltd.



HR-Admin

I hereby accept above mentioned terms and conditions.

Name:

Signature:

Date of joining:

07-Dec-2017

Mr.Rhishikesh Dnyaneshwar Ambure

Sub: Offer of Employment

Dear Rhishikesh Dnyaneshwar Ambure,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Pune.

We are delighted in offering you an employment opportunity as **Associate Engineer - Software Development** with **Harman Connected Services Corporation India Pvt. Ltd**, Pune.

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Pune and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **300,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services - Pune**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such

training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.

- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.

Kindly confirm your acceptance of the above offer at our candidate portal

<https://hire.harman.com/induction/candidate.aspx>

The email body containing this offer letter also contains the User-id & password to do so.

Please upload the required documents stated below to the candidate portal.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Ground, 1st and 2nd floor, Hinjewadi IT Park, Plot No.41, Rajiv Gandhi Infotech Park, MIDC Phase I, Hinjewadi, Pune-411057, India.

You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)

- 3 passport size photographs with dark grey background (Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year(if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release.

For Harman Connected Services Corporation India Pvt. Ltd.

Sachin Gadgil
Senior Director - HR

Enclosed Annexures:

- 1. Employee Service Conditions**
- 2. Compensation break-up detail**
- 3. A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

Annexure 2: Compensation Break-Up Detail

Name:	Rhishikesh Dnyaneshwar Ambure
Designation:	Associate Engineer - Software Development
Grade:	9A

Gross Salary	300,000
Base Salary	300,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	120,000	10,000
House Rent Allowance	48,000	4,000
Statutory Bonus	7,000	583
Flexible Benefit Package*	104,828	8,736
Fixed Salary – (A)	279,828	23,319
PF - Employer's contribution	14,400	1,200
Gratuity	5,772	481
Statutory Benefits – (B)	20,172	1,681
Base Compensation	300,000	25,000
Gross Salary – (A+B)	300,000	

Pre-tax Take Home

Monthly Fixed Salary	23,319
Professional Tax	200
Provident fund - Employee's contribution	1,200
Monthly Take home - Pretax	21,919

Note:

- Taxes are applicable as per statutory rules.
- Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".
- Professional tax of Rs.300 will be deducted in the month of February.

For Harman Connected Services Corporation India Pvt. Ltd

**Sachin Gadgil
Senior Director - HR**

Synechron



SAGAR GHARMODE

EMP ID

21376

EMERGENCY CONTACT NO.

+91-20-40262300

www.synechron.com



SIGMA

-TECHNOLOGIES

1.08.2017

To,

Mr. Sandip Vishnu Mahale
RX-10/2, Suyog HSG,
Trimurti Chowk, Bajaj nagar,
MIDC, Waluj, Aurangabad.

Dear Mr. Sandip,

This has reference to your application and subsequent interview you had with us.

We are pleased to inform you that we are extending an opportunity to undergo a practical training in our organization on the following terms and conditions:

1. Your training period will commence wef 1.08.17 for a period of one year.
2. You will be a "Trainee Engineer".
3. You will not be eligible for any statutory benefits such as Provident Fund, ESIS, Bonus, Gratuity etc.
4. You will not be entitled for any paid leave and paid holiday during your training period.
5. You will report to training as per timings and shifts convenient to the company.
6. You shall devote your whole working hours to undergo the training imparted to you by the company seniors and utilize the same towards the assigned tasks efficiently and effectively.
7. You shall perform and carry out all the assignments given to you from time to time by your seniors, during the training period.
8. During your training period, you will abide by the Rules and Regulations of the company. In case of any violation, deviation etc, you will be liable for the consequences and disciplinary action, if any for such omission.
9. As per the training policy of the company, you shall undergo training in any of the Sections, Departments, Division, Work place as and when required by the company.
10. During your training, you shall not, without consent in writing of the company, join any part time, full time Professional Body, Association, or Education Pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with the company.
11. You will at all times maintain complete secrecy about information of any kind may have come to your knowledge during your training. You shall not divulge or disclose any confidential information, literature, manufacturing process, techniques, technical know-how, product information, design / development or any technical, commercial, personal information to any other person, body associates, agency, and/or company and maintain full secrecy and confidentiality of the same.

12. Continuation of this training is subject to your satisfactory performance, conduct, behavior. In the event of failure of the same, the management reserves its right to terminate your training without any notice or payment in lieu thereof.
13. This training is for a period of one year and can be terminated by either party with a notice of 14 days in writing or payment in lieu thereof to the other party.
14. After successful completion of the training the management reserves the right to absorb you in employment with the company subject to the vacancy and suitability. It does not confer any automatic right of permanency or absorption in permanent employment.
15. At the time of completion of your training, you shall handover whatever charge, material, documents, drawings, plans, tools, equipments, files, folders, correspondences etc, to the person as explained to you. It is essential to complete necessary clearance formalities. Only after which you will get clearance and other certificates.

We welcome you to the organization and look forward for the association with you for mutual benefits.

You are requested to sign duplicate copy of this letter and return the same as a token of acceptance of the above terms and conditions.

Yours Sincerely,
for Sigma Technologies.,



Authorised Signatory

I Mr. Sandip Vishnu Mahale hereby accept and agree to the above terms and conditions of the company as stated above and provide below my kind acceptance of the Training period.

ACCEPTED BY ME

NAME: Mr. Sandip Vishnu Mahale


SIGNATURE

DATE:1.08.2017



INFODEAL TECHNOLOGIES PRIVATE LIMITED

Off 2nd Floor, Surekha Apt, Near Dena Bank Above Nanda Glasses Opp Panchami
Hotel Pune Satara Road, Pune, Maharashtra 411037

Date:-04th Dec 2018

To,
Sarika S.Choudhari,

APPOINTMENT LETTER

Dear Ms. Sarika,

This has reference to your application and the subsequent discussions you had with us.
04th dec 2018 on the following terms and conditions:

1. **Position:** You are being appointed as “**Software Tester**”.
2. You will initially be based at **Infodeal Technologies. Off 2nd Floor,Surekha Apt Above Nanda Glasses Opp Panchami Hotel Pune Satara Road, Pune, Maharashtra 411037.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **2,40,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The prerequisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.



INFODEAL TECHNOLOGIES PRIVATE LIMITED

Off 2nd Floor, Surekha Apt, Near Dena Bank Above Nanda Glasses Opp Panchami
Hotel Pune Satara Road, Pune, Maharashtra 411037

7. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.
8. During the probation period either party may terminate this agreement by giving 15 days notice or salary in leave there of is given.
9. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in leave there of is given.
10. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
11. You will treat matters pertaining to the Company's business interests with at most confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and
 - (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
 - II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.



INFODEAL TECHNOLOGIES PRIVATE LIMITED

**Off 2nd Floor, Surekha Apt, Near Dena Bank Above Nanda Glasses Opp Panchami
Hotel Pune Satara Road, Pune, Maharashtra 411037**

- III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with VBS India Group.
 - IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions If you leave the company without any prior information you will not be able to get current or previous month salary.
16. You must inform to us at least four days before you are going to take leave. If you break this rule some of your four days salary will be deducted from your month salary. Wish you all the very best in your new assignment.

Thanking You.

Accepted & Agreed



For **Infodeal Technologies Pvt Ltd.**
(President)

Sign:.....

Name: **Ms. Sarika S.Choudhari**



108, Suratwala Mark Plazzo, Hinjewadi Phase 1, Pune – 411057

Appointment Letter

1st August 2020

Dear Saurabh Sangve,

We welcome you to Blucor Systems Pvt Ltd, and are confident that you will build a long and mutually rewarding career with us.

We are happy to inform you that Synergy tech solutions has entered into an agreement to acquire Blucor Systems Pvt. Ltd

Blucor Systems Pvt. Ltd. as an organization provides long-term career opportunities for every individual. We sincerely hope that, you will grow with us and develop a memorable institution.

We are pleased to inform you that you passed your interview and we are hereby offering you employment on Permanent basis for the position of the **Software Engineer** at Blucor Systems Pvt. Ltd. The terms and conditions of your employment are as follows:

Day of Commencement: You are expected to report to your duties as from **1 August 2020**. Your job is based on permanent basis, we are happy if you put your whole dedication in the company.

Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company's rules and regulations at all given times and should always act in a manner that protects the company's interest.

Roles and Responsibilities: Your roles and responsibilities are outlined in the job description which is an extension of this contract. Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

Monthly Salary: You are entitled to a monthly compensation amounting to **Rs. 15000/month** which will be subject to all statutory and company deductions with regards to the law.

Working Hours: Your working hours shall be from **10 am to 7 pm** (Monday-Saturday). However, you may also be required to avail yourself outside these stipulated hours if the need arises.

Termination: You are required to not to engage yourself in any other gainful or Commercial Employment business part time or full time, directly or indirectly simultaneously as you are employed with Blucor Systems Pvt Ltd Name., or engage yourself directly or indirectly in any other profitable business connected with the dealing or activities of the company in any way. Any action to the contrary would render your service liable for termination not withstanding any other condition in the appointment rules of company.

Copyrights and Ownership: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

Amendment and Enforcement: Any alterations or amendment to this contract shall be duly communicated in writing taking into consideration both the employer's and employee's views if it is required!

Thanking You
Blucor Systems Pvt. Ltd.



Amol Iwarkar
Sr. Consultant



BLUCOR SYS PVT LTD
INNOVATIVE TECHNOLOGY

108, Suratwala Mark Plazzo, Hinjewadi Phase 1, Pune – 411057

1st August 2020

Offer Letter

Dear Saurabh Sangve,

We are pleased to make an offer to you to Blucor Systems Pvt. Ltd., in our Pune office as **Software Engineer**

Your annual salary will be **Rs 180000/-** (Rupees One Lakh Eighty Thousand Only) per annum. This salary will be the Cost to Company (CTC). A detailed break-up is mentioned in the enclosed Annexure-1.

TERMS & CONDITION: This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time. We expect you to keep the salary details confidential at all times.

DATE AND PLACE OF APPOINTMENT your date of appointment is effective from the date of joining, **1st August 2020**. Your initial appointment will be at Pune Office (108, Suratwala Mark Plazzo, Hinjewadi Phase 1, Pune)

COMPANY CONFIDENTIALITY AND NON-COMPETITION AGREEMENT Attached hereto is the Company's standard Confidentiality and Non-Competition Agreement to be signed by you. This offer is expressly conditioned upon the execution of the Confidentiality and Non-Competition Agreement.

PROBATION & CONFIRMATION Your probation period is of 3 months from the date of joining. You will be confirmed into the services of the company upon the successful completion of your probation period. If your performance is found to be unsatisfactory, company either reserves the right to extend your probation period or end the employment as per the notice period clause.

NOTICE You or the organization may terminate your service at any time by giving 30 days' notice during probation period and 90 days' notice post confirmation or gross monthly salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

COMPLIANCE You will be bound by any rules, regulations and order promulgated by the Company from time to time, in relation to conduct and work. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business, employment or activities whatsoever without the prior written permission of the Company and shall not accept any emoluments, salary, commission or honoraria whatsoever from any party without the prior permission of the Company.

REPRESENTATION You warrant that all information provided by you including, but not limited to that set forth or stated in your resume or an interview of references, submitted in consideration for employment by the Company or deputation / secondment to its clients is true to the best of your knowledge. You further warrant that you are not restricted by and have no conflict of interest derived from any employment or other Agreement or any other interest/obligation that would interfere with your performing work as directed under this Appointment Letter for the Company and that you shall inform the Company immediately, should such a restriction or conflict arise. You understand that any miss-statements or lack of candor by you concerning your qualification or availability to the Company or its clients may be grounds for immediate discharge by the Company and may subject you to damages for any harm caused to the Company.



Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

Registration Number : 27GNQPS2322E1ZR

1.	Legal Name	SHAIKH AKRAM AHMED			
2.	Trade Name, if any	RESONANT TECHNOLOGIES			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	BLOCK NO 152, MHB COLONY, ROSHAN GATE, AURANGABAD, Aurangabad, Maharashtra, 431001			
5.	Date of Liability	05/10/2018			
	Period of Validity	From	05/10/2018	To	NA
	Type of Registration	Regular			
8.	Particulars of Approving Authority	Centre			
Signature		Validity unknown Digitally signed by  GOODS AND SERVICES TAX NETWORK 1 Date: 2018.11.15 11:30:23 IST			
	Name	Shalik Homdeo Nimje			
	Designation	Superintendent			
	Jurisdictional Office	AURANGABAD			
9.	Date of issue of Certificate	15/11/2018			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 15/11/2018 by the jurisdictional authority.

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



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

१.	पावती क्रमांक	:	१८४१५००३१२४३३७१२								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५०८५५३१८०३								
३.	आस्थापनेचे नाव	:	रेसोनंट टेकनॉलॉजिस RESONANT TECHNOLOGIES								
४.	कामगारांची एकूण संख्या	:	०								
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५.	अ) मालकाचे नाव	:	शेख अकरम शेख अहमद SHAIKH AKRAM SHAIKH AHMED								
	ब) आस्थापनेचा पत्ता	:	ब्लॉक नं. १५२, एमएचबी कॉलोनी, रोशन गेट, ... , औरंगाबाद, औरंगाबाद, ४३१००१								
६.	<p>सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल.</p> <p>ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायदांतर्गत ग्राह्य घरता येणार नाही.</p>										
७.	व्यवसायाचे स्वरूप	:	SOLAR AND AUTOMATION SALES AND SERVICES								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : ०६-०९-२०१८

ठिकाण : Aurangabad

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Aurangabad, Address- Malajipura, Station Road, Aurangabad.

APPOINTMENT LETTER

Ref No: QG/OW/18/1244

Date: 23-08-2018

Swati Ghuge
Pune

Dear Swati,

It gives us great pleasure to offer you the position of "Jr.Test Engineer" at Qualitas Global Services LLP (hereinafter referred to as 'Company') Pune facility to you. Upon your acceptance of this offer in accordance with the terms and conditions set forth, this Agreement will constitute a legally binding and enforceable employment agreement between you and the Company.

Please note that the terms of employment contained in this letter are subject to the Company's Policy.

A. GENERAL

1. APPOINTMENT, POSITION AND COMPENSATION

- 1.1. In accordance with the terms and conditions set forth in this Agreement, we have pleasure in offering you the position of "Jr.Test Engineer". It is expressly clarified that the said designation is in accordance with the internal grading policy of the Company.
- 1.2. Your date of appointment is **23-08-2018**.
- 1.3. You will be based at our Pune office and shall receive an all-inclusive consolidated salary of INR. **1, 32,000** (Indian Rupees One Lakh Thirty Two Thousand Only) as set out in **Annexure I** of this Letter.
- 1.4. You agree that the Company in accordance with its compensation policy and practices, at its sole discretion, can revise/alter/change the structure of your compensation and the same will be intimated to you in writing.
- 1.5. The Company shall further be entitled to change your place of work/transfer you to a place within and/or outside Pune and/or to any of its vendors and/or subsidiaries and/or affiliates and/or clients and/or any related companies as may be deemed fit by the Company and to modify your reporting or organizational structure as may be reasonably necessary to respond to changing business needs of the Company.
- 1.6. You may be considered for appraisal at a time and interval as decided by the Company and in event of any revision/alteration/changes in the structure of your salary with regard to such appraisal, a letter enlisting such revision/alteration/changes shall be provided to you, however, the same will be subject to an assessment of your performance by the Company (at its sole discretion).
- 1.7. Your salary shall be subject to deductions of taxes and levies as per the statutory requirements, laws statutes, etc. (read with any amendments from time to time).
- 1.8. No leave salary on account of ill health or for any reasons will be granted while you are on probation.
- 1.9. You explicitly understand that your compensation is a confidential matter and you may discuss matters pertaining to the same with only your manager(s) and the requisite person from HR. You shall not discuss your compensation/salary with your colleagues and/or compare salaries with your colleague. In the event of any grievances based on your discussion and/or comparison with your colleagues will not be attended to and/or entertained.

Pune

Marisoft - III, West Wing,
5th Floor Office No. 502,
Kalyani Nagar, Pune - 411 014
+(91) 20 6763 3131



Qualitas
Global

Technology • Relations • Reality

info@qualitasglobal.com
www.qualitasglobal.com

ACCEPTANCE OF THIS OFFER

Each page of this letter needs to be initialed and the letter signed. Return the duplicate copy of this letter, as a token of your acceptance of the terms and conditions set out herein.

Please Note:

Signing this Letter Agreement, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this Offer Letter will be treated as an Employment Agreement and the terms and conditions of this Agreement shall govern your employment with the Company.

Acknowledgement and Acceptance of Appointment with QUALITAS GLOBAL SERVICES LLP

I, **Swati Ghuge** have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on **23-08-2018**.

Signature: *Swati Ghuge*
Date: 23/08/2018
Place: Pune

We would personally like to take this opportunity to welcome you to Qualitas Global and trust that our association will be rewarding.

With Regards,
For Qualitas Global Services LLP


Human Resource

Pune

Marisoft - III, West Wing,
5th Floor Office No. 502

07th February 2019

Vijay Shriram Raut
Vishwakarma Chowk, CIDCO Aurangabad

OFFER OF APPOINTMENT

Dear Vijay,

With reference to your application for an employment with **Home Credit India Finance Private Limited** and the subsequent discussions, we are pleased to offer you the role of a **Specialist-Tele Sales**. We anticipate that you will commence your employment with us at the earliest but not later than **07th February 2019** failing which this offer shall stand withdrawn automatically. However, the Company reserves the right to change the Date of Joining with prior intimation to you.

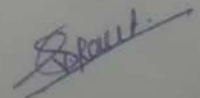
Listed below is the summary of this offer:

Position Offered:	Specialist-Tele Sales
Grade:	O1
Job Location:	Airoli- Navi Mumbai
Probation Period	3 months
Annual CTC (Cost to Company):	INR 240,000/- (Indian Rupees Two Lakh Forty Thousand Only) (Details as per Annexure 1)
Incentive:	Incentive figure shown in Annexure 1 is indicative of average Incentive Payable for this profile. Payout of actual Incentive will depend on your performance and Company's Policy.

This Offer Letter is confidential in nature and the contents of this Offer Letter or any part thereof are to be kept in strict confidence by you.

The Company may verify the information and documents submitted by you. For this purpose, you are requested to provide the additional information as mentioned in the Background Verification Form annexed herewith along with your consent. You are also requested to provide the copies of all documents as per Annexure 2 annexed herewith.

It may please be noted that if any of the information or documents furnished by you is found to be false, misleading, or incorrect, or you do not co-operate in the verification process, the Company reserves the right to revoke this offer with immediate effect without any notice or compensation.



HOME CREDIT

Now you can

Home Credit India Finance Pvt. Ltd. (formerly known as Rajshree Auto Finance Pvt. Ltd.)
Reg. Off: Third Floor, Tower C, DLF Infinity Towers, DLF Cyber City,
Phase-II, Gurugram, Haryana-122002
CIN: U65910HR1997PTC047448 Tel. No.: +91 124 4907600
Web : www.homecredit.co.in Email : care@homecredit.co.in

This offer is valid only for two working days from the date of issuance of this letter and shall automatically be revoked unless revised by the Company. Please indicate your acceptance of this offer by returning the signed copy of this Offer Letter to the undersigned along with **Background Verification Form** and all **Mandatory Documents** as stated in **Annexure-2** within two working days.

The terms and conditions of the employment with the Company is annexed herewith as Annexure 3, Annexure 4, and Annexure 5 (collectively referred as "Terms & Conditions of Employment") for your reference only.

This letter is an offer only and shall not be considered as contract of employment between you and the Company even after acceptance of this offer until the date you present yourself for employment at the designated office of the Company (i.e. Date of Joining) and sign and submit the copy of these Terms & Conditions of Employment. HR representative shall issue unique employee identity number to you confirming your employment with the Company.

On the day of joining you are requested to report at **9:30 AM** at Home Credit India, Airoli Office. Please contact **Abhijit Sawant** to complete your joining formalities.

Looking forward to your being a valuable member of the Home Credit family.

Sincerely,

For Home Credit India Finance Private Limited



Habib Khan

Manager- Human Resources

Accepted,

Full Name: VIJAY SHRIRAM RAUT



Signature: _____

Date(DD/MM/YY): 07 02 2019

Please Note: This Offer is based on Company policies, procedures and other rules, currently applicable, which are subject to amendments from time to time, in which case this Offer will also be modified / revised.

Annexure I – Cost to Company

Annexure I – Cost to Company			
Employee Details	Name	Vijay Shriram Raut	
	Job Detail	Specialist- Tele Sales	
	Date of Joining	07-Feb-2019	
	Date of Birth	20-July-1996	
	State / City	MH	Mumbai
Earnings	Components	Monthly (INR)	Annual (INR)
	Basic	10,000	120,000
	HRA	5,000	60,000
	Transport Allowance	1,600	19,200
	Medical Allowance	1,250	15,000
	LTA	0	0
	Special Allowance	97	1,164
	Gross Salary	17,947	215,364
Employer's Statutory Contribution	Provident Fund	1,200	14,400
	ESIC	853	10,236
	CTC	20,000	240,000
Employee's Statutory Contribution	Provident Fund	1,200	14,400
	ESIC	314	3,768
Take Home Salary (Before Tax)**		16,433	197,196
Retirement Benefit	Gratuity	481	5,772
~Monthly Incentive		11,000	132,000

> ~ Aforeshown Incentive figure is indicative of average Incentive Payable for this profile; however, payout of actual Incentive will depend on your performance and Company's Policy.

> Payment of incentive includes the 'Statutory Bonus' payable under the Payment of Bonus Act, 1965, provided employee has worked in the establishment for not less than thirty working days in that year.

- > LTA - if opted, will be disbursed as per relevant rules; otherwise, will be paid as part of Monthly Special Allowance;
- > Gross Salary = Sum of all Earning Components;
- > Employer's Contribution to PF = 12% of Basic, up to Rs. 1800/- per month;
- > Employer's Contribution to ESIC = 4.75% of Gross, provided Gross Salary < =Rs. 21,000/-;
- > Cost To Company (CTC) = Gross Salary + Employer's Statutory Contribution;
- > Statutory Bonus is payable @ 8.33% of minimum wage of the state or of Rs. 7,000 (whichever is higher), only if Monthly Gross Salary < =Rs. 21,000/-;

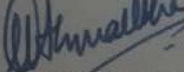
- > Employee's contribution to PF = same as Employer's contribution to PF;
- > Employee's contribution to ESIC = 1.75% of Gross, provided Gross salary < =Rs. 21,000/-;
- > ** Take Home salary = Gross Salary - Employee's liability towards PF & ESI. Your actual Take Home Salary will be subject to applicable income tax, professional tax and other withholding.


> Deductions towards PF, ESIC, LWF, Professional Tax and Income Tax are subject to relevant rules of Govt. of India and its states;

> Aforementioned CTC breakup is subject to change(s) from time to time, on basis of regulatory and or company policy.

> Employees parting after completing five years of service will be eligible for Gratuity payout, subject to prevailing rules of Govt.

For Home Credit India Finance Pvt. Ltd.


 Authorized Signatory
 Human Resources


 Vijay Shriram Raut

Date: March 17, 2021

To,

Vishal Gawande
Hariom nivas, Kaspate wasti, wakad, Pune 411057

Dear Vishal,

We are pleased to appoint you as a **Software Engineer** effective **March 26, 2021** on the following terms and conditions.

- 1) Your compensation package will be as detailed in the attached sheets.
- 2) This appointment offer is made for work at Pune at any of our existing units or at Company's subsidiaries' locations, or at customers' location or at partners' location anywhere in the world as determined in consultation with the appointee from time to time.
- 3) Your joining date should be no later than **March 26, 2021**. This offer is valid only for 15 days from the date of joining mentioned herein. If for whatever reason, you cannot meet this date, please contact the undersigned immediately.
- 4) Your normal work hours will be 9:00am to 6:00pm Monday to Friday including an hour for lunch each day.
- 5) In case you are employed, you are expected to join Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable to any consequences arising out of your previous employment.
- 6) You will be on probation for a period of **three** months, from the date of joining. While on probation, the contract of service can be terminated by either party by giving two months notice in writing to the other party. Upon satisfactory performance during the probation period, your appointment will automatically become regular unless otherwise communicated over an email. The Company reserves the right to extend the period of probation for a further period of three months.
- 7) After regular appointment, a notice of **two** months in writing will be required to be given, by either party, before the employment can be terminated. The Company may, in exceptional cases, terminate the employment by giving **two-month** salary as compensation in lieu of the notice period.
- 8) You shall be entitled to leave benefits as per the rules framed by the Management from time to time.
- 9) If you remain absent or overstay your sanctioned leave for a period exceeding 7 consecutive days without notice, you shall be deemed to have left our employment and your services shall stand automatically terminated without notice / salary in lieu of notice.
- 10) Company may from time to time, deduct any statutory deduction / withholding tax as may be required by applicable law.
- 11) You shall perform and discharge all duties and functions assigned to you in a faithful, competent and professional manner. You shall devote your full time and skill in discharging your duties as the employee of the Company. You shall attend your duties regularly and punctually.

Great Software Laboratory Pvt. Ltd.

Registered Office: 8th Floor (A and B), Amar Arma Genesis, Baner Road, Baner, Pune 411045

☎: +91 020 631 6500 / 020 6310 6600 📠 +91 20 4671 1234 ✉ info@gslab.com

CIN: U29100PN2003PTC018277

www.gslab.com

CRAFTING SMART SOFTWARE

12) You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority.

13) Annual increment will be granted depending on your performance in work in terms of various factors including, but not limited to, competence, efficiency, regularity, punctuality and conduct during the past year. Annual increment is not a matter of right but is at the discretion of the Management, and the same may be withheld if the performance is not found satisfactory.

14) During the period of your employment, if your work is not found satisfactory or your attendance is not regular, or you have caused breach of confidentiality or violation of law or material breach of Company's policy the Company or its Management reserves the right to terminate your services without assigning any reasons, and without any notice or notice period. In such events the Company shall not be liable to make payment or salary in lieu of the notice period. The Management reserves the right to conduct employee background check verification at any time through third party background check agency or a vendor. You hereby agree to furnish all necessary documents/information for such employee background check verification. This offer is given subject to satisfactory Background Check verification Report. The Company reserves the right to immediately withdraw this offer if the Background check Verification Report is not satisfactory, even after your joining the Company.

15) You shall intimate to the Company any change in your residential address. Any communication made to you at your last known residential address shall be binding upon you.

16) The Management shall be at liberty to require you to subject yourself to a medical examination at any time at its cost by any Registered Medical Practitioner of its choice.

17) You will retire on the day of completion of sixty years of age. The date of birth submitted by you in the application shall be deemed as correct. The Management in the event of having any doubt, reserves its right to ascertain your age from any Registered Medical Practitioner of its choice. If during the period of your employment you are found to be suffering from any contagious or any incurable disease or suffering lunatic, or if the Medical Practitioner certifies that you are not fit to serve in the Company or perform the duties assigned to you efficiently, your services shall be terminated with immediate effect without notice / salary in lieu of notice.

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

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

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

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

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

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

24) You will be required to sign the Company's INVENTION AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AND CONFIDENTIALITY AGREEMENT. A copy of the same is provided with this offer letter.

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

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

b) The work being rendered by you for the Company may include activities relating to computer software and other fields and areas of information as may be required from time to time, and that the Company may use such work as it may deem fit, including but not limited to, use, reuse either commercially or otherwise as a whole or any part thereof in

any form and or manner for the sale or commercialization of the same in electronic, print or any other media.

c) You agree and undertake that whilst doing your work, you will take all the necessary precaution and use due diligence and professional care to ascertain and confirm that you do not violate Intellectual Property Rights of any third party or entity, in the course of employment with the Company.

d) Though it is your primary responsibility to be aware of copyright matters concerning the work that is carried out by you, the Company may brief you about copyright laws in general and is willing to provide any information relating thereto as may be sought by you.

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

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

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

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

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

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

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

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

28) In case of any dispute or disagreement in relation to the terms of this offer for employment or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. The Employee further agrees that the Company, at its option, may elect to submit any dispute or controversy arising out of or related to this offer for employment for final settlement by Arbitration conducted in Pune in accordance with the Arbitration and Conciliation Act, 1996 and judgment upon the award rendered by the arbitrators shall be specifically enforceable and may be enforced in any court having jurisdiction thereof.

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

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

Please confirm your acceptance of the above terms and conditions of your appointment by signing and returning a copy of this letter by **March 18, 2021**. Your acceptance indicates that you have read, fully understood and have consented to the terms and conditions of employment set herein.

We wish you all the best and will strive to provide you with a bright and prosperous career at the Company.

**Yours faithfully,
For GREAT SOFTWARE LABORATORY PVT. LTD.**

**Leena S. Pandit
Associate Manager - Finance**

APPOINTMENT LETTER

Chandrashekhar Raut

Aurangabad

November 24th, 2020

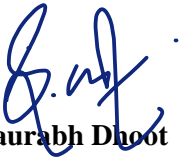
Dear Chandrashekhar

We are pleased to confirm your appointment as a **Telecaller cum Executive**. Your place of posting will be at **Pune Airtel Office**.

Enclosed are your terms and conditions of service and we shall be grateful if you will confirm that these are acceptable to you by signing and returning the original documents.

We look forward to your positive contributions at **Agrawal & Dhoot** and are sure that you will find this to be a significant career move.

Yours Sincerely,



Saurabh Dhoot

Partner

EMPLOYMENT CONTRACT

This contract of employment is made at Pune, India on **November 24th 2020** between; **AGRAWAL & DHOOT** a partnership firm having its office at **308 SHAM TOWER 164/2 RNT MARG INDORE**; hereinafter the party to the 'first part'.

AND

CHANDRASHEKHAR APPARAO RAUT residing at **Chityasya Police Chowki Arunoday Colony, Aurangabad** India, hereinafter the party to the 'Second Part'.

Now This Agreement WITNESSTH as follows:

In this agreement, words and expressions shall have the same meaning as are respectively assigned to them in the conditions of the contract hereinafter referred to.

TERMS AND CONDITIONS OF EMPLOYMENT

1. Commencement Date:

Your appointment becomes effective from the date of joining the services. i.e. November 24th, 2020

2. Compensation and Benefits:

You will receive a monthly compensation package of **Rs. 15,000/- all inclusive**. You are expected to treat this information and any changes made therein from time to time as personal and confidential. Salary will be paid by 10th of subsequent month.

3. Job Assignments / Reporting:

In your assignment you will be responsible for Calling and Data acquisition of distributors. You will report to your assigned Partner. Your Working hours would be from **10:00AM to 6:00 PM**.

4. Leave Policy:

You will be entitled to leave as per the Firm's standard policy. Management reserves the authority to change the leave policy whenever it feels necessary.

You are entitled for **18 days** leave every calendar year on a pro-rata basis.

Should you remain absent from work, without any reasonable explanation and Leave approval, it will be presumed that you are no longer interested in working for the Firm and have abandoned its services, thereby terminating your contract of service. In such case, you will not be entitled to any statutory compensation from the Firm.

If you take leave for 3 or more days based on medical ground in span of 30 days, you need to submit Medical Certificate from Certified Medical Practitioner.

5. Confirmation and Termination:

If the exigencies of work so require, Agrawal & Dhoot may not relieve you earlier than the expiry of the entitled period of notice. It shall, however, be open to Agrawal & Dhoot to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter. Agrawal & Dhoot as such is fully authorized to relieve you at any time during the period should Agrawal & Dhoot decide to do so, you shall be entitled to your gross salary, in lieu of the remaining period of notice. Agrawal & Dhoot has the right to terminate your employment without notice or payment of salary in lieu thereof if you commit any breach of your duties and responsibilities under this contract of service; you are guilty of any gross default or misconduct,

Which contravenes the express or implied conditions of your employment; and you commit breach of any of the terms of this appointment letter if you breach the Commitment Agreement and Employment Confidentiality Agreement.

6. Review and Increments;

Reviews and salary increments are based on your performance during the employment period in the Firm. Normally all associates are liable for a review once they complete 12 months from the date of their last appraisal/promotion with Agrawal & Dhoot and every 12 months thereafter.

Increments will be based upon your performance and you will be entitled to the same if your performance is found to be satisfactory during the time of service in terms of efficiency, regularity, and punctuality. Increments will be withheld if your performance is found unsatisfactory. Increments can be accelerated in case of exceptionally good performance.

7. Accommodation and Commute:

You shall be responsible for your own accommodation and commute to your work location.

8. Notice Period:

The notice period applicable to you would be **1 month**.

The employee may quit the services of the Firm any time with due notice or in lieu of salary thereof, just as the Firm may conclude its employment relationship with you at any time without assigning any reasons with due notice or salary in lieu thereof. The Firm reserves the right to pay or recover the salary in lieu of notice period and to relieve you before the expiry of the notice period.

9. No Authority to Contract:

The relationship between the Employer and Employee shall be of 'Employment' and not of 'Agency'. The Employee shall have no right to enter into a contract or otherwise obligate the Employer, unless the Employer gives express written consent for the same.

10. Separation:

On separation, (by retirement, resignation or otherwise), you are required to immediately hand over to the Firm before you are relieved, all correspondence, specifications, formulate, books, documents, or records, etc belonging to the Firm or relating to its business and shall not make or retain copies of these items. You will also return to the Firm all the assets given to you for official and/or personal use as per various policies/schemes applicable to you as part of your Compensation & Benefits.

11. Code of Conduct:

You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility, you will at all times act bearing in mind the best interests of the Firm and will at no time do or say anything which compromises the Firm's goals or reputation, the Firm's standards of conduct and general employment code will be provided to you along with this agreement. These should be complied with at all times.

If at any time you are found violating these standards of conduct or value systems, termination of services may be given without any notice. Further, if at any time it is found that you have made any false statement or produced false documents, your services are liable to be terminated without notice.

12. Transfer:

During employment with the Firm, the Firm may at any time, at its sole discretion, transfer or dispute or depute the Employee to any other departments of the Firm or to any division, subsidiary, associate or affiliate of the Firm in India or abroad. In such event, the terms and conditions governing your service shall be those applicable at the location of transfer or those applicable to employees of the associate, subsidiary of affiliate as the case may be.

13. Non-Disclosure Agreement:

During the course of employment with Agrawal & Dhoot, employee will have access to confidential information about Agrawal & Dhoot, its clients, its business transactions, and associated companies. The employee shall not during your course of employment and two years after cessation of the employment with Agrawal & Dhoot, disclose any such confidential/proprietary information, any information about the details of the employer's business or the employer's secret processes, plans, formulas, data, or software, at the time of his/her employment to any third party and/or any unauthorized person or entity. The employee recognizes that Agrawal & Dhoot has legitimate business interest to protect and as a consequence agrees to the restriction contained in this agreement as they are in furtherance of legitimate interest of business.

All notes and memoranda pertaining to **Agrawal & Dhoot**, secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all time remain the property of Agrawal & Dhoot. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to Agrawal & Dhoot that you may obtain during the course of your employment. You are obliged to sign a Non-disclosure agreement specific to a particular client as and when required by Agrawal & Dhoot. Prior to joining Agrawal & Dhoot, you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

14. General Conditions of Work:

Hereto; the employee will be bound by the following: Employee will not engage in any trade or profession or undertake any employment, full or part-time, while in the services of the Firm. Employee will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.

The employee may be selected and sponsored by the Firm for familiarization/training assignments. Employee will diligently and beneficially take part in such assignments. The employee will carry out his/her duties with diligence and loyalty at all times, keeping the Firm's interest paramount, shall not in any circumstances either directly or indirectly, receive or accept for own behalf any commission, rebate, discount or profit from any person, company, or firm having business transactions with Agrawal & Dhoot.

The employee during employment will be bound by the Firm's rules and regulations framed and enforced from time to time. The Firm reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment. The Firm shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your service will be terminated immediately without any notice or compensation in lieu of the notice period.

15. Choice of Law and Jurisdiction

Hereto agreed that the appointment letter is governed by and will be construed in accordance with the laws of India, and both parties to this agreement shall submit to the exclusive jurisdiction of the Indian Courts.

16. Arbitration:

If any dispute arises between the Parties hereto during the sustenance of this agreement or thereafter, in connection with the validity, interpretation, implementation, or alleged material breach of any of the provisions of this agreement or regarding any question, the dispute shall be referred to a single arbitrator to be appointed by **Agrawal & Dhoot**. The arbitration proceedings shall be held in accordance with the provisions of the Arbitration and Conciliation Act, 1996, as amended from time to time. The venue of the arbitration shall be at Head Office at Indore and the language of arbitration shall be in English. The arbitrator shall have the authority to decide on the costs of the arbitration proceedings and award cost and interest. To the extent permitted by law. The arbitrator's award shall be final and binding and the award shall be enforceable in competent court of law.

17. Entire Agreement:

This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with Agrawal & Dhoot. Any amendment or modification or addition to this appointment letter shall be made in writing and signed by both parties. The terms and conditions of service are confidential and may not be discussed with any third party.

The party to the 'second part' will be required to observe all the rules and regulations applicable to employees of the Firm. You will keep us informed of any changes in your residential address, your family status, or any other personal particulars relevant to your employment, as and when the changes may occur. We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Agrawal & Dhoot family. As a new entrant, we would like you to whole-heartedly contribute in this process. This agreement constitutes the complete understanding between you and the Firm regarding terms of employment with the Firm. This supersedes any and all other agreements, either written or oral, between you and the Firm regarding your employment.

18. Acceptance:

If you accept the above terms and conditions of service, please signify your acceptance on all pages of the duplicate copy of the appointment letter provided to you.

19. Counterparts:

Agrawal & Dhoot Chartered Accountant

This agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument. The execution of this agreement shall be by actual signature on all pages.

IN WITNESS WHEREOF, each party to this agreement has caused it to be executed at **Pune**, India on the date indicated below. Also, Firm reserves all rights to amend any of terms & conditions as and when required.

Signature of Candidate
Chandrashekhar Apparao Raut
Date: **24th November 2020**
Place: **Pune**



Saurabh Dhoot
Date: **24th November 2020**
Place: **Pune**

Full address for further communication:

Mobile number: +91- 9158851532

Emergency contact: _____

Relation with Candidate: _____

02nd May, 2018.

To, Mr. Vaibhav Deepak Adav,
RM-130/2, Bajaj Nagar,
Waluj, MIDC
Tq. Dist. Aurangabad-431136

Dear Mr. Vaibhav Deepak Adav,

We have pleasure in appointing you in our Company as a "Production-Engineer" or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

3. APPOINTMENT

- e. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than **02/05/2018**.
- f. You will be on probation for a period of one year from the date of your appointment. Your appointment will come to an end at the end of one year period from the date of joining..
- g. During your one year probation period employment, you will be liable to be transferred in such capacity as the Safalya Industries may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
- h. Further to our appointment letter, this is to confirm our advice to you that the offer of appointment letter is subject to satisfactory medical examination and reference check.

4. COMPENSATION

You will be eligible to receive the following:

- b. Consolidated Salary of **Rs.15000/-CTC** per month (inclusive of all). Break up will be given to you at the time of joining in detail.

3. OTHER BENEFITS

You will be entitled to the following:

- b. Leave, holidays and working hours as applicable to your category of employees and location of posting.



Safalya Industries

4. RESPONSIBILITIES

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Company, whether directly or indirectly.
- b. In connection with your employment and during the term of your employment you shall disclose and assign to Company as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company.

5. CONFLICTS OF INTEREST

- a. You are required to engage yourself exclusively in the work assigned by Safalya Industries and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Safalya Industries.
- c. In case of any conflict or doubt, please discuss the matter with your Unit Head, understand the position of Safalya Industries and resolve the conflict.

6. CONFIDENTIALITY

In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Safalya Industries and in the course of your employment.

7. GENERAL

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Safalya Industries and you relating to the same subject matter.


8. NOTICE PERIOD

This contract of employment is terminable, without reasons, by either party giving one month notice. Safalya Industries reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

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

Yours sincerely

For Safalya Industries



Bhaskar D. Jadhav

Proprietor

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

Name:

Place:



PRECISION INSTRUMENTATION AND SERVICES PVT. LTD

“NABL ACCREDITED CALIBRATION LABORATORY”

21,Shreeram Bhavan F-9,Shreeram Kunj Takli Road,Dwarka
Nashik-422 011 | Maharashtra | India.

05-June-2019

Ganesh Dnyaneshwar Thale
Takli (Mali)
Post - Pimpiraja
Dist-Aurangabad.

Subject: Offer Letter for post of Trainee Calibration Engineer

Dear Mr. Ganesh Dnyaneshwar Thale,

We are pleased to offer you, the position of Trainee Calibration Engineer with
PRECISION INSTRUMENTATION AND SERVICES PVT.LTD NASHIK on Date of
20-June-2019

We welcome you,

Yours Sincerely,
Mrs.Vinita Ghogare
Technical Manager

Note. You should Reporting on 20-June-2019 at 10:00 PM on following Address.
With Zerox Copy of ADHAR CARD ,Educational Documents and Bank Passbook

Miss Karishma (7722031834)
PRECISION INSTRUMENTATION AND SERVICES PVT.LTD.

21,SHREERAM BHAVAN| F-9,SHREERAM KUNJ| TAKLI ROAD,DWARKA|
NASHIK-422 011| MAHARASHTRA| INDIA

Date: April 4, 2018

Ref: LTI/HR/Campus/2017

Name: Ifrah Parkar

College: Shreeyash Institute of Engineering and Technology

OFFER OF EMPLOYMENT

Dear Ifrah Parkar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Ifrah Parkar		Date : April 4, 2018
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	293,688	24,474
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	313,860	26,155
Mediclaime Premium	4,140	
Grand Total	318,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.</p>		

ANNEXURE-2

Eligibility Criteria - 2017 Batch			
Qualification	B.E./B.Tech.	MCA	BSC/BCA/BCS/Diploma
Branches:	All	Computer Application	Comp Sc, IT, Information Science, Physics, Maths, Stats & Extc
Age Criteria: As on 1st July of Passing year (2017)	Less than 24 years	Less than 26 years	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation		
Course must complete in:	4 years	3 years	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA	60% & Above OR Equivalent CGPA	55% & Above OR Equivalent CGPA
	NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered.		
Graduation Percentages/CGPA:	60% & Above <u>OR</u> Equivalent CGPA (Relaxation of 2% at the time of appearing for process)	60% & Above <u>OR</u> Equivalent CGPA (Relaxation of 2% at the time of appearing for process)	55% & Above <u>OR</u> Equivalent CGPA
	Aggregate of all semesters AND all appeared subjects		
	Only For University of Mumbai & Pune University colleges: (Aggregate of all semesters AND all appeared subjects) OR First Class as per Provisional/Passing Certificate		
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	Maximum of 2 Reattempts/ATKTs/Backlogs/Arrears allowed throughout Diploma + Graduation + Post graduation • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear.		Not Applicable
	• No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester		
Nature of Course:	Full Time courses Only		
Year of Passing:	2017 SUMMER Pass outs Only		
Citizenship:	Resident Indian Citizens Only		
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY		
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence		
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI), which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS at the time of joining		
Self Declaration :			
1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above.			
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.			
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.			
4. I am flexible to work in any technology/domain assigned to me based on the business requirement.			
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months. (If found so, LTI may take immediate action and cancel the candidature at <u>ANY</u> stage)			
Signature : _____			
Name : _____			
College Name : _____			
Today's Date : _____			

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

महाराष्ट्र ग्रामीण बँक

(भारत सरकार द्वारा स्थापित शेड्युल्ड बँक)
पुरस्कृत बँक: बँक ऑफ महाराष्ट्र
मुख्य कार्यालय, ३५ जिवनश्री, सेक्टर जी,
टाऊन सेंटर, सिडको, औरंगाबाद - ४३१ ००३



MAHARASHTRA GRAMIN BANK

(A scheduled Bank established by Govt of India)

Sponsored Bank: Bank of Maharashtra

Head Office: 35 Jivanshree, Sector G, Town Centre,

CIDCO, Aurangabad - 431003

क्षेत्रीय कार्यालय: दुसरा मजला, संभाजी कॉम्प्लेक्स, शिवाजी चौक, लातूर

RO/HR/Officer I-appoint / 21 / / 2019
August 05, 2019.

OFFICE ORDER:

In response to Bank's offer of employment dated 04.07.2019 & after completion of joining formalities on 18/7/2019;19/7/2019;20/7/2019, YUVRAJ MANIKRAO NAGRE Officer Junior Management Grade I, is advised to join at **Lohara** branch Tq. LOHARA Dist. OSMANABAD on 06/08/2019 before Office hours and forward his/her joining report to the Branch Manager under copy to the concerned Regional Office.

His/ her probation period/ service in Maharashtra Gramin Bank & also Salary will start only after joining at **Lohara** branch LOHARA Tq. OSMANABAD Dist.


REGIONAL MANAGER
REGIONAL OFFICE LATUR



To,
Shri/Smt YUVRAJ MANIKRAO NAGRE

Copy to:

i) The Branch Manager,
Maharashtra Gramin Bank, Branch:Lohara

- Respective Branch Managers are advised to ensure that, aforementioned addressed newly joining staff reports at his/her place of posting and it shall immediately be informed to Regional Office

ii) The Chief Manager, HRD, Maharashtra Gramin Bank, H.O. Aurangabad.

iii) Personal File (HO/ Branch).

Date: Mar 31, 2020
Offer No : QS1927308

KISHAN JOSHI
AT. POST JAWLA BAZAR, TQ-AUNDHA (ND)DIST- HINGOLI,MAHARASHTRA
. 123456

FIXED TERM EMPLOYMENT CONTRACT

Dear **KISHAN JOSHI**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to STERLITE TECHNOLOGIES LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from APR 01, 2020 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract,youcan be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from APR 01, 2020 to MAR 31, 2021.

COTERMINOUS:

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

LOCATION:

You are required to work at client's location at NANDED.

POSITION:

You are appointed as FIELD ENGINEER.

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Offer No : QS1927308

Page 1

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QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid MAR 31, 2021 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 15 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 15 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

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QUESS will have / reserve rights to terminate immediately without giving notice period.

PRE-EMPLOYMENT MEDICAL EXAMINATION (FITNESS) :
Your employment with the Company is subject to your being found medically fit as per the Company's standard of fitness.

Below Medical Check-up to be done at a reputed hospital:
 . Blood Sugar AC & PC
 . Fasting Lipid Profile
 . HB. WBC total & Diff Count
 . ESR
 . Ser. Creatinine
 . Urine Routine Examination
 . Chest X-Ray - PA view
 . ECG

For employees who are above 40 years old they must also undergo TMT along with ECG.

IMP NOTES:
 . Maximum Reimbursement limit for medical test is Rs.2,000 /-. (which will be reimbursed along with first month's salary)
 . On the day of joining you are requested to carry overall medical fitness certificate from the Doctor mentioning "You are Fit to work"

INDEMNITY:

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

CODE OF CONDUCT:

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

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

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ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its

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subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Apr 01 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**

Tej Hans Raj Singh
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

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Offer No : QS1927308

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Name:.....

Signature:.....

Place:.....

Date:.....

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Compensation Sheet

Offer No: **QS1927308** Associate Name: **KISHAN JOSHI**
 Designation: **Field Engineer** Location: **NANDED**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13000	156000
House Rent Allowance	5500	66000
Special Allowance	4000	48000
City Compensatory Allowance	5917	71004
Statutory_ bonus	1083	12996
Gross Salary	29500	354000

Employer's Contribution		
Employer Provident Fund	1950	23400
Insurance	1980	23760
Total Contribution	3930	47160
Cost to Company : (CTC)	33430	401160

Deduction: (Subjected to change)		
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Offer No : QS1927308

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Provident Fund	1800	21600
Professional Tax	200	2400
Total Deduction	2000	24000
Net Take Home	27500	330000

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

UserId - QS1927308

Login Password - password

Transaction password - password

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DISCLAIMER

To whomsoever it may Concern

I, KISHAN JOSHI, Offer ID QS1927308, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:

Associate Signature:

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Offer No : QS1927308

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Dear **Daivshala Gorade** ,

With reference to the Interviews you had with us,it gives us great pleasure to inform you that we have found you suitable for an opportunity with Wipro Limited. You shall be designated as a Associate under the WSM General Stream stream and will form a part of the **Career Band AA** in the organization.

Based on the feedback and Wipro Limited norms, your relevant experience has been taken as 0 months. Your Annual gross salary shall be **IndianRupee180000 per annum**.

The break-up of the gross salary and other benefits as per company policy are noted below. Please click on the link "Acceptance Link" to acknowledge the receipt of this email and its terms.

Offer Break up

Component	Value
Basic	72,000
HRA	36,000
Employee Engagement Bonus	16,800
WBP	33,889
PF	12,691
Gratuity	3,463
ESIC	5,157

[Click here to accept or decline this offer](#)

Your Location of Joining would be Pune.

Your confirmation to the contents of this letter is a pre-requisite for issuance of the formal offer to you. Please do let us know your decision within the next 48 hours. You may communicate your decision to PALLAVI KOOKANI at pallavi.kookani@wipro.com. An offer containing the detailed terms and conditions of employment will be issued to you post receipt of your confirmation.

You would be required to join us on or before 2/8/2021 based on business requirement. We would intimate you of the exact date and schedule one month prior to actual date of joining.

Subsequent to receiving your confirmation we will keep in touch with you and provide you more details related to joining as and when necessary either through mail or letter.

Your confirmation to the contents of this letter is a pre-requisite for issuance of the formal offer to you. Please do let us know your decision within the next 7 days from the issue of this Offer. An offer containing the detailed terms and conditions of employment will be issued to you post receipt of your confirmation. Please Note, The Offer shall elapse after the expiry of 7 days if not accepted online. Should you have any queries please get in touch with PALLAVI KOOKANI(pallavi.kookani@wipro.com)

Your appointment is subject to the satisfactory verification of the documents and details above mentioned and/or any information furnished at the time of interview, in addition to fulfilling the eligibility criteria.

Further, please note that this conditional offer is subjected to the success of the Client Interview (if any).

Yours sincerely,

For Wipro Limited,
PALLAVI KOOKANI



**RAHUL
PANDBHARE**

SAI MANPOWER SERVICES

CATERPILLAR

Aurangabad Electricals Limited

Corporate Office :

SHREEHARI 3rd & 4th Floor

Plot No 26 / Gid No 41 / Gid Road / Pathan Road

Aurangabad - 431 105 Maharashtra India

Telephone : +91-7152900560 775271174175

Strictly Confidential

20th December 2018

Ref: AEL/CHR/18

Ms. Monali Gadekar

Dear Monali,

Appointment Letter

This has reference to your application and the subsequent interview you had with us, we have pleasure in appointing you as 'Trainee Engineer- Maintenance' Aurangabad Electricals Ltd., at GDC Division, Aurangabad with effect from 20th December 2018 on the following terms and conditions.

- A. The training commences with effect from 20th December 2018 and ends on 19th December 2019 as discussed and agreed.
- B. Emoluments and Benefits: You will be entitled for salary as per attached Annexure 1.
- C. Deduction: Income tax, Profession Tax, Provident fund and any other Government taxes will be borne by you and would be deducted from salary.
- D. Probation: You are on Probation period of six months, during the probation period your services may be terminated without any notice or salary in lieu of notice or without assigning any reason thereof, if you wish to discontinue the contract with the company during first six months of this period you shall give one day notice thereof.
- E. Leave: During the period of probation you will not be entitled to any leave. In case you remain absent, the Company reserves the right to deduct pay for such absence. After confirmation of your service, you will be entitled for various leaves as per company policy.
- F. Transfer: Your services are liable to be transferred to anywhere in India, to any department / Group line, as well as any office / establishment / division / branch / factory of the Company, as well its sister concern on discretion of the Company, without any extra remuneration. If you do not resume / report to the place of the transfer within 4 days from the date of receipt of such order it will be presumed that you are not interested in the employment of the Company and appropriate action will be taken accordingly.
- G. Notice of Termination:
 1. On confirmation your services can be terminable on one months' notice by either side or payment of the one month salary in lieu thereof. (GST Applicable)
 2. Your services can also be terminated without any notice or pay in lieu thereof, if the Management finds that the particular supplied by you either in the application form or at the time of interview are incorrect.
 3. It, at any time you shall, by you conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment, or of any of its stipulations herein or conviction by any court of law for any offenses involving moral turpitude without prejudice to any of its stipulation herein our conviction by any court



Angel Health Care

Amrut Sai Plaza, F-Wing, 3rd. Floor, Flat No. F-9, Silkmill Colony, Behind Rly. Station, Aurangabad - 431 001.
Mob. 8055533308. E-mail : angelhealthcare2010@gmail.com

Date: 19/03/19

APPOINTMENT LETTER

ANGEL HEALTH CARE
Amrut Sai Plaza,
Shop No-3, Silk mill Colony,
Behind, Rly Station, Aurangabad-431001,
Mobile No. 8055533308.

Dear Ravi Rajput,

We are pleased to inform you that you have been selected for the position of sales & Service executive in ANEGEL HEALTH CARE. We had many qualified Candidates, but you seemed to be the best fit for our growing organization!

Your job appointment will begin on 19March 2019 at 10am. You will receive The salary of 16,000/ per month & after six months we are increment Rs.2000/ looking your performance. Joining dated 19March 2019. Other amt. just like you are sold out any equipment above Rs.1, 50,000/ well be provide commission Rs.3000/ per equipment.

Other Allowances: Angel Health Care Mobile Shim Provided, Daly allowance Just like Monthly Petrol Bill Rs.1500/.Out of Aurangabad tour meals charges one day 250/ hotels stay bills 600/



HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

31st January 2019

Sandip Vishnu Mahale
RX-10/2 Suyog HSG Pawan Hanuman Mandir,
Trimurti Chowk Bajaj Nagar M.I.D.C Waluj Aurangabad,
Maharashtra

Dear **Sandip Vishnu Mahale,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer in band E1.**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **1st February 2019 at 9:00 A.M** at the following address **HCL Technologies Ltd, A-9 Sector 3 Noida, Basement (induction auditorium).** Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer cum appointment letter and appended annexure(s)

Your Total Compensation will be INR **3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **18 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **18 months** from the date of Joining.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

HCL Confidential

HCL

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

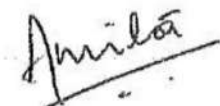
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

**Yours truly,
For HCL Technologies Limited**



**Amrita Das
Associate Vice President, Head-Global Rewards**



Employee Code : 87893

Date : 15-Mar-21

Swapnil Arjun Naik ,

Sub: Offer Letter

Dear Swapnil Arjun Naik ,

Following your interview with our client, we are pleased to offer you the position of **Quality Executive** in our organisation **Ascent Staffing Solutions Private Limited**. You will be deputed at **Instakart Services Pvt. LTD**

Your Contract will commence on **18-Mar-21** and end on **17-Mar-22** It may be terminated by yourself or by the Company on 30 Days written notice.

Your duties and responsibilities will be as set out in the job description given to you by the reporting authority at your place of work.

Your annual Cost to company (CTC) at the commencement of your Contract will be **Rs. 302052/- (Rupees Three Lakh Two Thousand Fifty Two Only)** per annum payable monthly by bank credit transfer.

Other terms of service will be spelt out in a separate **Contract of Service** to be issued upon your acceptance of this Offer Letter or joining the Organization.

To accept this **Offer Letter**, please confirm by signing and returning one copy to the Ascent representative.

We do hope that you will accept this offer. In the meantime, if you wish to discuss any aspect of this offer, please do not hesitate to contact: Ascent Staffing Solutions.

Yours sincerely,

For **Ascent Staffing Solutions Pvt. Ltd,**

Authorized Signatory

Place : Aurangabad

Date : 15-Mar-21

Signature : _____

Name : Swapnil Arjun Naik

Date: 1th Oct 2020

Ref: HIR_BSCIND/080101

Dear Shrikhande Sagar Ramesh

At Post Takali Ra. Ra, Tq. Khultabad, Dist. Aurangabad (431101)

Congratulations!

We are pleased to offer you employment in the position of **SAP Associate Consultant** at grade B-3 with us.

Your employment shall commence with effect from 20/Oct/2020. In the event you fail to join on or before this date, this contract shall stand terminated unless extended at the sole discretion of the Company.

You will be governed by the terms and conditions in the letter of Appointment (Annexure II), as well as policies and practices adopt by the company from time to time. You will be expected to sign & abide by the Non-Disclosure Agreement ("NDA") as provided at the time of joining.

This offer is valid for a period of 7 days from the date of this offer letter. Please confirm your acceptance and date of joining by signing the duplicate in the appropriate places and returning it to us at the earliest.

We are confident that you will make an outstanding contribution. We also believe you will find the experience of joining us exciting and rewarding, both professionally and personally.

We look forward eagerly to welcoming you in B.S.C family...!

For Bindroo Software and Consultants Private Limited,
Mrs. Vijay Bazaz
Head Talent search and Deployment
Bindroo Software and Consultants Pvt. Ltd.



www.globalbsc.com

FORM X
(Rule 57)

Sai Manpower Services Pvt. Ltd.

167, AKSHAYDEEP PLAZA, 9 TOWN CENTER, CIDCO, AURANGABAD.

An ISO 9000 : 2015 Certified Company



Name: RAHUL PANDBHARE
Age: 22 Sex: MALE
Designation: OPERATOR
Nature of work
Tenure of employment From 12-10-2014 to
Department: Production
Blood Group: _____ Mob. No.: _____

Signature of the Employer _____

Date: 1th Oct 2020

Ref: HIR_BSCIND/080101

Dear Shrikhande Sagar Ramesh

At Post Takali Ra. Ra, Tq. Khultabad, Dist. Aurangabad (431101)

Congratulations!

We are pleased to offer you employment in the position of **SAP Associate Consultant** at grade B-3 with us.

Your employment shall commence with effect from 20/Oct/2020. In the event you fail to join on or before this date, this contract shall stand terminated unless extended at the sole discretion of the Company.

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This offer is valid for a period of 7 days from the date of this offer letter. Please confirm your acceptance and date of joining by signing the duplicate in the appropriate places and returning it to us at the earliest.

We are confident that you will make an outstanding contribution. We also believe you will find the experience of joining us exciting and rewarding, both professionally and personally.

We look forward eagerly to welcoming you in B.S.C family...!

For Bindroo Software and Consultants Private Limited,
Mrs. Vijay Bazaz
Head Talent search and Deployment
Bindroo Software and Consultants Pvt. Ltd.



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