

M-170/154/109 M.I.D.C., Waluj, Aurangabad- 431 136  
Ph: 0240- 2555926/27, Fax : 0240- 2555615  
e-mail: lrbpl2@bsnl.in  
Website : www.laxmigroup.net.in



**LAXMI RIKSHAW BODY PVT.LTD.**

ISO/TS 16949:2009 Certified Co-Certificate No. 09-3866(9ATF0091397)

148

Ref : Laxmi Group of Industries /2019/HR

Date: - 18/12/2017

To,  
Mr. ASHOK JOTMAL CHAVAN  
ADD: - H N D 05, RADHAKRUSHNA  
RESIDENCY, SATARA PARISAR,  
BEED BYPASS  
AURANGABAD 431136

**Confirmation Letter**

Dear Mr. ASHOK JOTMAL CHAVAN

Consequent to the review of your performance during your probation, we have the pleasure in informing you that, your services are being confirmed with effect from **18/12/2017**.

All the other terms and conditions as detailed in your appointment letter remain unchanged.

We sincerely hope that you shall continue to work with dedication, loyalty, zeal and enthusiasm so as to help the organization to achieve greater heights in the days to come.

Wish you a very successful career with **Ms. LAXMI RIKSHAW BODY PVT. LTD.**

For **LAXMI RIKSHAW BODY PVT. LTD.**

(Authorized Signatory)

**laxmi**<sup>®</sup>



# YESHSHREE PRESS COMPS PRIVATE LIMITED

CIN : U29290MH1997PTC109847

Add. : B-41/42 , MIDC Area, Waluj, Aurangabad - 431136. Maharashtra, INDIA.

Tel. : +91-240-2555810 Fax : +91-240-2554361

E-mail : admin@yeshshree.com, Website : www.yeshshree.com

ISO/TS16949 : 2009

REF:YPCPL/OFFER/301098

DATE : 30-Aug-2021

To,

**Mr.Ashok Jotmal Chavan,**

Radhakrushna Residency, Satara Parisar, Aurangabad,

AURANGABAD 431001,

Mobile : 9370067023,

Email : ashokchavan94@gmail.com

**Subject : Offer Letter**

**Dear Mr.Ashok,**

This is with reference to your application and subsequent interview you had with us, we have pleasure to offer you an appointment for the position of **Engineer - Quality** (Grade,O-2) at our **Unit-4**, Probation for Six month at the gross emoluments as discussed and agreed.

The detailed terms & conditions governing your appointment will be given in the appointment letter, which will be released on your joining the company.

You are advised to join us as early as possible but latest by **02 Jan 2020** along with the following documents:

1. Proof of age -(Driving License, Pan Card, Aadhar Card, TC)
2. Photo ID- (Driving License, Pan Card, Aadhar Card)
3. Academic Certificates (10 th class onwards)
4. 3 Photographs (Passport Size)
5. Relieving Letter from the previous employer (if it is not your first employment)
6. Experience Certificates of all the previous employers (if it is not your first employment)
7. Proof of Salary (Salary slip/ Certificate of salary last drawn with break-up along with Form-16 to validate the last salary drawn)
8. Doctor Fitness Certificate
9. HDFC Bank Account Number:- we are transferring salaries to HDFC Bank only.

Please note that all information submitted by you shall be correct. Any incorrect information furnished by you may lead to cancellation of Offer Letter and the subsequently release of appointment letter. You are requested to report at **Unit-4 Office** for joining formalities & further allocation of responsibilities.

Please sign the duplicate copy of this letter as a token of acceptance and return to us for records.

Welcome to our organization.

With best wishes.

**M/s. Yeshshree Press Comps Pvt. Ltd.**



## **EPITOME COMPONENTS PVT. LTD.**

( Formerly Known as Epitome components LTD )

Date: 28<sup>th</sup> September 2018.

To,  
Mr. Siddheshwar. Sandu. Badak.  
Address:- A/p- Palshi, Tq- Sillod,  
Dist- Aurangabad- 431135.

Sub. : Appointment letter.

Dear Mr.Siddheshwar,

Further to your application and subsequent interview you had with us, we are pleased to appoint you as "Trainee – Supervisor" subject to the following:

1. Your training will commence from 28<sup>th</sup> September 2018 and end on 27<sup>th</sup> September 2019. The management reserves the right to relax or extend the training period based on your performance and/or any other reasons, which the management may feel necessary.

If you leave the job or Management decides to terminate you, 1 month notice period or the Salary/Wages of 1 month in lieu of notice period is required by either side.

2. You will be paid a stipend of ` 13500+1,500/- as Supa allowance per month. While under training you will not be entitled to any other allowance or monetary benefits. The allowance of ` 1500/- is applicable only for working in Supa plant.
3. You undertake to abide by the rules; regulations or standing instructions issued by the Company from time to time and carry out your duties diligently, loyally and to the best of your ability.
4. You may be transferred to any shift/department/branch/concern, whether part of or associated with the Company and whether existing or which may be established in the future, you may be called upon to serve anywhere in India at the discretion of the management.
5. You undertake not to disclose to anyone, any information relating to financial affairs of the Company or the manufacturing process, technical knows how, secret methods, plans etc., without the express permission of the Company previously had in writing.



## **EPITOME COMPONENTS PVT. LTD.**

( Formerly Known as Epitome components LTD )

6. It is distinctly understood that your employment will be on; whole time basis and you will not accept part time employment of piece rate job with any other person or Company or engage in any other business of profession while in employment with us.
7. This appointment is subject to investigation of your credentials, and if it is found at any time that you have made any false or misleading statement or have concealed facts or have revealed partial information, your services are liable to be terminated without notice.
8. The rules and policies of the Company that are in force or that may be amended from time to time will cover you. It would be your duty to take adequate care of the property and assets of the company and protect the same from any damage or mishandling.

You are requested to confirm your acceptance to above terms and conditions.

We look forward to a long and happy association together.

Thanking you,

Yours truly,

For Epitome Components Pvt Ltd

  
Managing Director

I have read this letter thoroughly. The above terms and conditions are acceptable to me.

Sign:  \_\_\_\_\_

Date: 12/10/18 \_\_\_\_\_



Ref.: NRB/HR/517  
17<sup>th</sup> July 2021

**NRB BEARINGS LIMITED**

E-40, M.I.D.C. Industrial Area, Chikalthana,  
Dist. Aurangabad - 431 210, Maharashtra, India.  
T : (0240) 666 0400  
W: www.nrbbearings.com  
CIN: L29130MH1965PLC013251  
Registered Office: Dhannur, 15, Sir P.M. Road, Fort,  
Mumbai- 400001, India.

**CERTIFICATE**

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr Abhishek Subhash Boralkar** was working with us under **Apprenticeship Program** in our **LDM Department**, for the period from **24.12.2019 to 23.12.2020** he was drawing Stipend **Rs.15000/-** per month during this Training.

During this Period we find her/his studious & hardworking, we wish her/his all the success for future endeavors.

**For NRB BEARINGS LIMITED**

A handwritten signature in blue ink, appearing to be "BH" with a flourish.

**Authorized Signatory - HR**



## Letter of Offer

13 February 2021

To,  
Mr. Ganesh Uttamrao Wankhede.  
Aurangabad 431001.

Subject: Offer Letter for Internship Program

Dear,

We are pleased to offer Internship Program for the position of Design Engineer in our GBB Industries based at Karodi MIDC Waluj Aurangabad 431002(India)

**1. Monthly Gross Salary**

You will be paid a monthly gross stipend of Rs.5,000 (Rupees Five Thousand Only) per Month for 8 Hours.

**2. Deductions**

- PF 12% On Basic Salary
- ESIC 0.75% On Gross Salary.
- Professional Tax 200/Month.

**3. Internship Program Schedule**

13 Feb 2021 to 15 Aug 2021

**4. Job Location**

- GBB Industries Karodi Bombay Highway MIDC Waluj Aurangabad 431002.

**5. Working Hours**

1. General Shift (08.30 Am to 19.00 PM)

**6. Leave & Weekly Off**

- Weekly off on Friday
- Any Leave taken will be deductible.

**7. Responsibilities**

1. Responsible for Design new fixtures and layouts as per requirements.
2. Maintain design data and report to concern person on dally basis.
3. Coordinate with the assembly and manufacturing team on designed products.

For GBB INDUSTRIES

Partner

Gut No. 128, Karodi, Bombay Highway, Near Hotel  
Sal Rajmata, MIDC, Waluj, Aurangabad-431002  
Email : girish.biradar@gbbindustries.com /

02.08.2021

To,  
**Mr. Gaurav Labde**  
**Mumbai**

**Provisional Offer of Employment**

**Dear Gaurav Labde,**

We welcome you to join our organization as **CSE** on the following terms and conditions:

1. Your employment will be valid for a period from **2<sup>nd</sup> Aug 2021 till 31<sup>st</sup> Jul 2022** and will end on expiry of the said period, unless it is specifically extended in writing. Notwithstanding this, in the event that the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the fore mentioned.  
Project/work.  
At the end of the above referred period, the contract will stand terminated automatically without any Notice or communication to you, unless they are explicitly extended by a letter in writing.
2. During the above-mentioned period, your services will be deputed to **Philips India Ltd, through their managed services program, Randstad India Pvt Ltd** to do work pertaining to incidental to their business, at any of their locations within India.
3. A valid photo ID proof has to be made available within 7 days of issue of this letter and complete Joining Formality at the nearest Randstad India office. In case you fail to do so, your employment stands Discontinued.
4. Your Monthly CTC will be as per annexure 1

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your acceptance of the provisional offer and subject to clause 3 above.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional letter. A detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty. Wishing you the very best.

# Varroc Engineering Limited

VEL - V

L - 6 / 2, MIDC, Industrial Area  
Waluj, Aurangabad 431136  
Maharashtra, India

Tel +91 240 2554819 / 2551320  
Tel +91 240 6648400  
Fax +91 240 2551586

email: varroc.info@varroc.com  
www.varrocgroup.com  
CIN: L28920MH1988PLC047335



## TO WHOMSOEVER IT MAY CONCERN

01	NAME	Harish Raju Tandale
02	REGISTRATION NUMBER	A022178097
03	TICKET NO	CLMS-No:-6009784
04	DATE OF JOINING	08 August 2020
05	DATE OF LEAVING	07 August 2021
06	DESIGNATION ON JOINING	Apprentice (Under Apprenticeship Act-1961)
07	DEPARTMENT	MANUFACTURING ENGINEERING
08	REASON FOR LEAVING	Apprenticeship period Completed
09	CONDUCT	Good

**For Varroc Engineering Ltd. (VEL-V),**

**Authorized Signature**





**SHREE GANESH PRESS - N - COAT IND. PVT. LTD.**  
Regd. Off & Works : Plot No. M-151/152, MIDC Area, Waluj,  
Aurangabad -431136. ☎ : 0240-2244100,  
CIN - U34300MH1999PTC120716  
E-mail : accounts@shreeganeshind.com



Date: 22/07/2018

**OFFER LETTER**

Dear Mr. Kamlesh Kashinath Nikam,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you employment with our company as "Trainee" in Quality Department.

The details of the salary will be provided to you along with your appointment letter after joining.

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

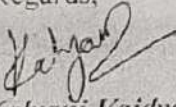
1. A relieving letter from your current employer.
2. Self attested copies of all educational certificates.
3. Self attested Photo copy of Driving License
4. Copies of all appointment letters of previous employments.
5. Recent passport size photographs two copies.
6. Photo copy of Aadhar Card as an address proof.
7. Photo copy of PAN Card.
8. Photo copy of Passport (if available).
9. Copy of previous financial year Form No. 16.

As discussed you are expected to join on **24/7/2018**.

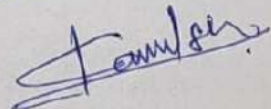
Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

We welcome you. We hope your association with us will be mutually beneficial and prospering.

Regards,

  
Kalyani Vaidya,  
Director HR

I accept your job offer &  
also the above terms & cond<sup>n</sup> of  
this offer.

Kamlesh Kashinath Nikam  




# MANISH ENGINEERING WORKS



Mfg. Precise CNC/VMC Auto Components & Assemblies.

Works : L-33, MIDC, Waluj, Aurangabad - 431 133. Mob. : 9225301038  
Email : mdr@manishengineering.com Website : www.manishengineering.com

Ref.

Date :

Dt. 21-09-2017

## JOINING LETTER

NAME: - MR. SHUBHAM SUBHASH KAWADE

On behalf of MANISH ENGINEERING WORKS, we here by inform you that you are appointed as Quality Engineer in Quality Dept. (Date of Joining - 20-09-2017) in our organization as follows.

POSITION: - Quality Engineer

MONTHLY SALARY: - 11000/ Per Month.

ANNUAL BONUS: - Based on your performance.

In the best interest of MANISH ENGG. WORKS. We will need your confirmation immediately.

We look forward to you being a part of our team.

For Manish Engineering Works

(Authorised Signatory)



REF NO.:DTPL/HR/EPP/21.46

DATE: 17.06.2021

## EPP CERTIFICATE

This is to certify that Mr. KIRAN RATANSING BEDWAL has completed Employment Promotion Program (EPP), as a trainee in our Organization .

From 30.05.2019 TO 29.11.2019

His Registration No. is 515C6637417.

His performance during the training has been satisfactory.

We wish him all the success in his career.

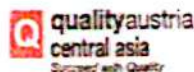
For,  
DHOOT TRANSMISSION PVT. LTD.



CORPORATE HR HEAD

CIN NO - U31300PN1998PTC131629

*Harnessing Safety ..... Building Future.*



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

Gut No. 102, (Plant-II) Farola, Paithan Road,  
Aurangabad - 431 105. Maharashtra. (INDIA)  
☎: +91-2431-662600  
Tele Fax : +91-2431-662720  
E-mail : sales@dhoottransmission.com  
Website : www.dhoottransmission.com

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

Mr. MADHAV ANANDRAO KANOLE  
AT JIGLA POST TALNI  
TAL- BILOLI,  
DIST- NANDED

**Subject: Letter of Appointment**

Dear Mr. MADHAV ANANDRAO KANOLE

This is in context with your application & subsequent interview with you us, we hereby appoint you in our organization with effect from July 5, 2021.

As conveyed, a formal letter of appointment, containing your salary details and other terms & conditions pertaining to your employment in our company as "Junior Engineer - IPQ – Stamping" w.e.f July 5, 2021. are attached herewith.

1. You will be initially posted at Renata Precision Components Pvt. Ltd., Unit – 2 : Gat No. 754, A/P Karandi, Tal – Shirur, Dist – Pune. Pin – 412 208 India, however you may be posted/transferred in any shift, department, division, factory of the company anywhere in India from time to time as the company deems fit.
2. You will be entitled to salary, perks and benefits as detailed out in attached Annexure - I.
3. You will be on probation for a period of twelve (12) months. The management can extend the probation period in case your performance during your probation period is found to be unsatisfactory.
4. You will be treated confirmed employee for this post if you are not intimated for extension of your probation period in writing by the company. Your confirmation in appointment will be subject to your satisfactory performance during the period of probation.
5. This appointment may be terminated by giving one (01) month notice or pay in lieu thereof. Similarly, in case you resign, you will have to give one (01) month notice period or pay in lieu thereof. However, during the notice period from your side, you must attend the office on regular basis.
6. During your probation period you will be entitled for maximum nine (09) Sick/Casual leave only. During the probation, leave will be accrued at the rate of zero point seventy five (0.75) leave per month. Leaves will be sanctioned as per company leave policy.
7. Upon termination of your employment you shall return to the company all documents and other articles and / or copies thereof belonging to the company, which may be in your possession while in our service.
8. Although your normal work will consist of the duties assigned to you in the capacity as shown above, you may at any time be called upon to discharge any other duties which in the opinion of the company are within your capacity to discharge and you shall forthwith undertake to discharge such duties with diligence and care.

9. During the continuance of your employment and thereafter, you shall observe strict secrecy and shall not divulge to any person, firm or company whatsoever, all such secrets of confidential information to any description acquired by you while in our service, concerning the business, process of manufacture, business practices or affairs of the company or any of its associate or branches, their customers and suppliers.
10. You will devote your whole time attention to the duties entrusted to you and will not engage yourself to work for any other person or firm or company in any capacity nor will you do any private business without obtaining prior permission from the company in writing.
11. During the period of your services with us you will carry out the duties assigned to you and comply with and fulfill the orders, directions and instructions of your superiors. It is clearly understood that you will be governed by the terms, conditions and the rules of discipline of the company which are in force at present and that may be made applicable from time to time in future.
12. If at any time in our opinion, which is final in this matter, you are insolvent or found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental to the interests of the company or to one or more terms of this letter, your services may be terminated immediately without any notice.
13. Your employment in the company is subject to your physical fitness as certified by the medical practitioner appointed by the company for the purpose and that you will have to appear before him for medical examination on the date/day intimated to you by the company.
14. You will retire from the services of the company at the age of superannuation, which as per present rules will be when you complete the chronological age of 58 years.
15. If any declaration given or information furnished by you in connection with your employment either at the time or before seeking employment or later at any stage in the company, proves to be false or if you are found to have willfully suppressed or withheld any material information, you will be removed from service forthwith, without any notice.

We heartily welcome you to our company and look forward to a mutually beneficial and fruitful relationship between you and the company for the years to come.

Please sign the duplicate copy of this letter in token of your confirmation of having accepted the above terms and conditions of employment and return the same to our Human Resource Department.

Yours sincerely,

For Renata Precision Components Pvt. Ltd.,



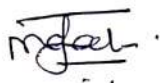
**MAHESH JADHAV**  
**HEAD-HR**

ANNEXURE - I

Annexure to Letter of Appointment dated July 5, 2021.

 Name: **Mr. MADHAV ANANDRAO KANOLE**  
 Designation: **Junior Engineer - IPQ – Stamping**

Salary Component	CTC Per Month	CTC Per Annum	Remarks
Basic Salary	6,954	83,443	Paid Monthly
HRA	3,477	41,722	Paid Monthly
Others	6,954	83,443	Paid Monthly
<b>Total Fixed Salary</b>	<b>17,384</b>	<b>208,608</b>	
Bonus	1,449	17,384	Paid Yearly. Bonus amount will be calculated as on 30th September. Payment will be done in October.
<b>Total Salary</b>	<b>18,833</b>	<b>225,992</b>	
PF Company Contribution	834	10,013	Contributed Monthly, may change as per Govt rule
Gratuity	334	4,014	Paid as per the rules of "The Payment of Gratuity Act, 1972"
<b>Total CTC (Direct &amp; Indirect)</b>	<b>20,002</b>	<b>240,019</b>	



*I hereby confirm that the terms and conditions of employment mentioned in this letter are acceptable to me and I undertake to abide by the same.*

Name of the Employee: \_\_\_\_\_

Date: \_\_\_\_\_ Signature of the Employee: \_\_\_\_\_



## INTERNSHIP COMPLETION LETTER

We are glad to inform you that Mr. Mangesh Krushna Mokusare has successfully completed his internship at Vaishnavi Engineering from 2<sup>nd</sup> October 2020 to 5<sup>th</sup> February 2021

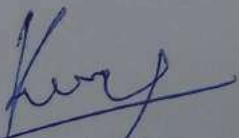
During his internship, he was involved in various activities related to manufacturing and processing of different mechanical parts.

We discovered him incredibly curious and dedicated. He learnt the functioning of production and increase some understanding about CNC Machining and Convectional Machining and further more demonstrated sharp ability to do the best of his exertion into the profundity of the subject he engaged with.


Mr. Mangesh Mokusare's association with us was very fruitful and we wish him all the best in his future endeavours.



**Vaishnavi Engineering**

  
Authorized Signatory

Letter of Appointment

SR Group   
*we commit...*

Date: 02/07/2018

Mr. Manohar Suryakant Ukirde,  
Jai Bhawani Nagar, Cidco N2,  
Aurangabad.

Dear Mr. Manohar,

We are pleased to inform you that you have been selected for the position of SERVICE ENGINEER at SR VENTURES as our organization has found you eligible for the profile described.

Your job appointment will begin on Monday JULY 01<sup>st</sup> 2018 at 9:30 am. You will receive a net salary of Rs.10000/- (Including Petrol Allowance) & you will be on probation for first 3 month & further depending upon your performance you will be considered.

Thereafter (After completion of Probation period of 3 months) you will receive a salary of Rs.10000/- and Rs.2000/- as Petrol Allowance depending upon your performance.

All the Best for your future tenure with SR Ventures.

Thanking You.

SR VENTURES



Authorized Signatories

SR Ventures





**GOVERNMENT OF INDIA  
MINISTRY OF CORPORATE AFFAIRS**

Central Registration Centre

## **Certificate of Incorporation**

[Pursuant to sub-section (2) of section 7 and sub-section (1) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

The Corporate Identity Number of the company is

\*

\*



Digital Signature Certificate

For and on behalf of the Jurisdictional Registrar of Companies

Registrar of Companies

Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on [www.mca.gov.in](http://www.mca.gov.in)

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Mailing Address as per record available in Registrar of Companies office:



\* as issued by the Income Tax Department



People Technology Environment

# LAXMI-AGNI

COMPONENTS & FORGINGS PVT. LTD.

Precision Forged, Machined Components & Assemblies

CIN NO. : U34300MH2003PTC140578



B-37, M.I.D.C., Industrial Area, Waluj, Aurangabad-431136. M.S. India. Tel : +91 240 2563251, 2563252 Fax : +91 240 2472165, Email : info@laxmiagni.com

REF: NO. /PER

Date: 20.09.2017

MR. NAKADE KRISHNA CHANDRABHAN

MAHADA COLONY MIDC TQ PAITHAN  
DIST AURANGABAD

Dear Mr. NAKADE KRISHNA CHANDRABHAN

**Sub. : Appointment as a "Trainee Engineer"**

With reference to your application dated 11.09.2017, and subsequent interview that you had with us, we are pleased to inform you that, you are appointed as "Trainee Engineer" in our Organization with effect from 12.09.2017 for Twelve Months on the following terms and conditions.

1. The Management will impart you training for a period of Twelve Month from **12.09.2017 to 11.09.2018**, to enable you to learn the work. The Management will be the sole judge of the nature, mode, method and period of training.
2. That the period of training shall be liable to be extended or curtailed at the sole discretion of the Management without assigning any reason or compensation. Further if your performance during the training period is not found satisfactory, your training facility will be discontinued at any time during your training period.
3. That during the training period, the Management will give you a Basic of Rs. 7000/- per month, D.A. Rs. 2500/- per month, HRA Rs.1500/- per month, Conveyance Allowance Rs. 1500/- per month, Other Allowance Rs. 1500/- per month, provided that you should show adequate aptitude for learning and your conduct should be satisfactory. Other allowances or benefits that is applicable to our other regular employees shall not be payable to you.
4. During the period of your services with us, you will not carry on any business on your own account but you will carry out duties of the Company diligently and will use your best endeavors to promote the interests of the Company and its business. You shall not also at any time or under any circumstances impart to any person any information regarding the Company's business or the position, progress or prospects or affairs of the Company and will not pledge the credit of the Company for any purpose whatsoever.

■ GOOD ENVIRONMENT ■ GOOD PEOPLE ■ GOOD TECHNIQUE



# LAXMI-AGNI

COMPONENTS & FORGINGS PVT. LTD.

Precision Forged, Machined Components & Assemblies

CIN NO. : U34300MH2003PTC140578



B-37, M.L.O.C., Industrial Area, Waluj, Aurangabad-431136, M.S. India. Tel : +91 240 2563251, 2563252 Fax : +91 240 2472165, Email : info@laxmiagni.com

5. You will not remove, disclose, divulge or make public in any manner processes, methods, secrets, information, know-how knowledge etc. relating to manufacture, trade and business of the Company.
6. The training facilities extended to you as per your written request, which will not confirm any right of employment on completion of your training. The Management will be under no obligation to give you employment even if there is a vacancy.
7. That during the tenure of training, you shall be subject to strict discipline and the Company Rules Orders applicable in our Company and shall be bound to observe the same. If your performance, conduct during your training period is not found satisfactory, it will be sole discretion of the Management to terminate the training arrangement, without any notice or compensation, stipend in lieu thereof.
8. Your training will automatically stand terminated at the end of your training period unless you are informed in writing. And if your performance is not found satisfactory then management may terminate your services without notice.
9. That you will maintain a diary wherein you will write daily progress of your training and efforts made by you in this respect.
10. If Management wants to continue you in the services, you will be taken on probation, it is entirely dependent upon your satisfactory performance during the training and probationary period.
11. During your training period, you will be entitled for 04 days Casual Leave.
12. During the training period of thereafter if you are continued in the services, your services are transferable at short notice to any Department, Branch, Office, Plant, Shift etc. Belonging to the Company establishment in India. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply.
13. That the training shall be given to you on all the working days during working hours at all production department. Such hours shall be alterable at the sole discretion of the Management.

■ GOOD ENVIRONMENT ■ GOOD PEOPLE ■ GOOD TECHNIQUE



People Technology Innovations

# LAXMI-AGNI

COMPONENTS & FORGINGS PVT. LTD.

Precision Forged, Machined Components & Assemblies

CIN NO. : U34300MH2003PTC140578



B-37, M.I.D.C., Industrial Area, Waluj, Aurangabad-431136, M.S. India. Tel : +91 240 2563251, 2563252 Fax : +91 240 2472165, Email : info@laxmiagni.com

14. You will be responsible for safe Keeping and returning in good condition and order, all Company's property such as tools, equipments, instruments etc. which may be in your use / custody, care or change. The Company reserves the right to deduct the money value of all such items from our emoluments and/ or can take such other action as it deems proper in the event of your failure to account for them to the satisfaction of the Management.
15. Your nature of duties amongst shall be supervise and control over the production activities and operation. You have to supervise over the activities of workmen those are working under you.
16. This appointment letter is issued on the understanding that all the information given by you in your Application Blank is correct, true and complete. If it is found at any time that the information given by you in the Application Blank is not correct and true and/or you have knowingly suppressed any information, the Company will have the right either to terminate your appointment with us at any time and without any notice or compensation in lieu of notice, after you have taken up services with us.

You are requested to sign the duplicate copy of this letter in acceptance of these terms and conditions of service as a **Trainee Engineer** and return the same to us.

Yours faithfully,

**For Laxmi Agni Components & Forgings Pvt. Ltd.**

**Authorized Signatory**

I have read and understand the above terms and conditions of my training and agree to accept the same.

(Signature)



# BADVE ENGINEERING LIMITED

Works : Plot No. B-5 & 6, MIDC, Waluj, Aurangabad - 431 136. Phone (0240)2555334  
Regd. Office : D - 39, MIDC, Waluj, Aurangabad - 431 136. Phone : (0240) 2555188/87. Fax : 2555337  
Email : badve\_agd@sancharnet.in

Radically Different

Ref: BEL XVI /HR&A/CONF/2159 /2020  
06.12.2020

To,  
Mr. Pradip Gangadhar Mapari  
Emp. No.- 1116-2216  
Aurangabad.

## CONFIRMATION LETTER

Dear Mr. Mapari,

This has reference to our Appointment letter dated **06.06.2020**, we are pleased to inform you that, your overall performance is found satisfactory during probation period and therefore Management has decided to confirm your services with effect from **06.12.2020** in the position of **"Jr. Engineer (Production - Plant Fabrication / Weld Shop)"**.


The other terms and conditions of your appointment letter referred above will remain unchanged.

We look forward for a long and happy association together and hope that you will work with increased zeal and enthusiasms.

The management wishes you a bright future in the organization

You are requested to sign the duplicate copy of this letter as a token of your acceptance.

For BADVE ENGINEERING LTD. - XVI

  
V. S. KASTURE  
VICE PRESIDENT (OPERATIONS)



NEEM Trainee Reg. No:

Date 14-09-2020

To,  
Mr. Prathmesh Dnyanoba Kolhe  
Umra, Kansur, Pathri,  
Parbhani -431506

SUB: NEEM Trainee Provisional Contract Letter

Dear Pathmesh ,

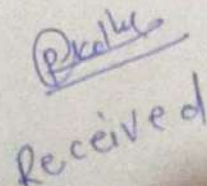
With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Perkins India Pvt. Ltd." subject to the following terms and conditions:

1. The maximum period of on the job training shall be for 36 months from 15-09-2020 till 14-09-2023.
2. You will be paid the consolidated stipend of Rs. 15,000/- per month.
3. Above mention stipend will be changed time to time according to minimum wages.
4. As NEEM Trainee undergoing training in an establishment you shall be a trainee and not worker as such the provision of any law with respect to a labourer or worker shall not apply to or in relation to you.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. NEEM agent can terminate the training contract with the NEEM Trainee on account of unlawful behavior on the part of NEEM Trainee or an account of repeated flouting of company/ industry policies or for continuous irregularity in attending to the scheduled training as notified for the NEEM training.
7. Either party can terminate the contract by notifying in writing to the other party by giving a notice thirty days in advance.

This letter of NEEM Trainee Contract is provisional. In due course of time you will receive the regular contract letter as a NEEM Trainee at your training site. Till such time this provisional NEEM Contract letter will be enforce.

For Yashaswi Academy for Skills

  
Authorized Signatory





HR-Rec: /21-22/591850

Date: April 7, 2021

**Mr. Rajudas Balaji Chavan**

**Sub -: Offer cum Appointment letter for the post of Sales Officer SBL**

**Dear Rajudas,**

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Sales Officer SBL** at our **Hadapsar - Kharadi**. Your **Grade** shall be **A1** and HR designation would be **Executive** in **Asset Sales** Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

- A. Your basic salary plus allowances in accordance with the Bank's rules that are in force for the time being and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
- B. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
- C. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within **Three** days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of **Three** days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
- D. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third-party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
- E. This offer is valid subject to your **acknowledgement** & acceptance within "72 hours", sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within "2 weeks" of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will **Report** to **Mr. Kiran Prakash Holkunde**. You are requested to report at the following address:

**AU SMALL FINANCE BANK LIMITED.**

**Nucleus Mall, 3rd Floor, Unit No. T9, Sadhu Vaswani Road, Agarkar Nagar, , , Pune, Maharashtra, IN-411001**

This offer cum appointment is valid subject to your joining on or before **DOJ: April 5, 2021**. Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

Yours faithfully,  
**For AU Small Finance Bank Limited**

**Authorized Signatory**



<b>Annexure I</b>		
<b>AU SMALL FINANCE BANK LIMITED</b>		
<b>SALARY BREAK-UP SHEET</b>		
NAME	Mr. Rajudas Balaji Chavan	
HR DESIGNATION	Executive	
FUNCTIONAL DESIGNATION	Sales Officer SBL	
GRADE	A1	
DATE OF JOINING	April 5, 2021	
BUSINESS UNIT	Retail Assets	
PRODUCT	Secured Business Loans	
DEPARTMENT	Asset Sales	
JOB FAMILY	Sales	
LOCATION	Hadapsar - Kharadi	
<b>FIXED CTC ( A1 )</b>		
<b>PARTICULARS</b>	<b>CTC Amount (Rs)</b>	
<b>SALARY PAYMENT</b>	<b>Monthly</b>	<b>Annually</b>
Basic	8,288.00	99,461.00



House Rent Allowance		4,144.00	49,730.00
Education Allowance		200.00	2,400.00
Leave Travel Allowance		690.00	8,280.00
Special Allowance		1,854.00	22,248.00
Statutory Bonus		1,400.00	16,800.00
<b>TOTAL GROSS PAY</b>		<b>16,577.00</b>	<b>198,921.00</b>
<b>RETIRAL BENEFITS</b>			
Employer PF Contribution	Minimum	1,434.00	17,211.00
Gratuity		399.00	4,788.00
<b>FIXED COST TO COMPANY (CTC) A1</b>		<b>18,410.00</b>	<b>220,920.00</b>
<b>JOB SPECIFIC ALLOWANCES (A2)</b>			
<b>VARIABLE PAY</b>			
<b>TOTAL (A2)</b>		<b>0.00</b>	<b>0.00</b>
<b>TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits</b>		<b>18,410.00</b>	<b>220,920.00</b>
<b>OTHER BENEFITS (A3)</b>			
Group Mediclaim (GMC)		480.00	5,760.00
Group Personal Accident Insurance (GPA)		25.00	300.00
Group Term Life Insurance (GTLI)		85.00	1,020.00
<b>TOTAL (A3)</b>		<b>590.00</b>	<b>7,080.00</b>
<b>TOTAL COST TO COMPANY(TCTC) A1+A2+A3</b>		<b>19,000.00</b>	<b>228,000.00</b>
<b>BENEFITS DESCRIPTION</b>			
Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.		
Monthly Target	As Decided by the Management.		
Incentive	As Per Company Policy.		
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy.		
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement.		
Mediclaim Policy	You will be eligible for Mediclaim as per Company mediclaim policy.		
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.		
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.		
Foreign Tour Eligibility	As per applicable programmes run by the company time to time.		
<b>NOTE</b>			
Professional Tax as per rules shall be deducted			

**For AU SMALL FINANCE BANK LIMITED**



**Authorized Signatory**



## ANNEXURE II

### Terms and Conditions of Appointment

#### 1. Performance Payment

The performance payment is calculated and paid by two methods, first is annual bonus and second one is monthly/quarterly incentive plan. The first method is an annual amount dependent on the rating that one receives during the annual appraisals. The payment is calculated taking into account four factors: joining date of employee, basic salary, grade, performance of the employee (i.e. the rating) and performance of the Bank (a Bank factor is decided every year depending on the performance of the Bank in the previous financial year). The second method is monthly/quarterly incentive plan calculated on the basis of individual performance and paid accordingly. You will be eligible for the performance payment if you depending on the work assigned to you. A resigned employee shall not be entitled for bonus or incentive payments.

#### 2. Travel allowances

The employees undertaking travel on official business are entitled to certain travel allowances depending on their grade as per our travel policy. The details of these allowances are available with the Human Resources and Administration Department.

#### 3. Provident Fund

You would be eligible to become a member of the Provident Fund Scheme as per terms and conditions governing such benefits, on your appointment. On becoming a member, you will contribute every month an amount as prescribed under the Provident Fund Rules, the Bank contributing a like amount.

#### 4. Probation

You shall be on probation period as per the probation policy. You will be deemed to be confirmed after completion of probationary period if your work and conduct are found satisfactory. In case of non-performance or behavioral issues, your probation period may be extended on management discretion. You would be notified in writing in such condition.

The Management reserves the right and shall have the sole discretion either to extend the probationary period or to dispense with your services at any time during the probation period by a written notice applicable to your grade, if your performance or conduct does not come up to Bank's expectations. You can resign from the Bank's services during the probationary period by giving written notice for a period as applicable to your grade. After confirmation either party will be required to give notice period, as defined in policy, according to your grade, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy.

## 5. Remuneration

The agreed remuneration shall be paid to you through a transfer of funds to a Bank account which you will need to open. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including, if applicable, any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The remuneration shall be paid monthly in arrears and net of any withholding taxes and other deductions (whether in respect of set-off, counterclaim, duties, taxes including service tax if applicable, charges, levies or otherwise). The Bank shall provide you with a certificate of tax deduction at source in respect of all amounts withheld from amounts payable to you.

It is agreed and understood that the remuneration payable by the Bank to you shall constitute full and adequate compensation for all employment and other services rendered by you to the Bank. You shall not be automatically entitled to receive from the Bank or its affiliates, any additional payments, commissions, bonuses or compensation for employment and other services rendered to the Bank. Payment if any of the above nature will be solely at Bank's discretion.

The Bank shall be entitled to deduct from the remuneration or compensation or any other amounts payable to you as per this appointment letter any and all amounts as may be owed by you to the Bank, including advances and loans.

## 6. Service subject to rules

Your services would be governed by the Bank policies, rules and regulations in force for the time being and from time to time. You agree to comply with all the Bank policies, rules and procedures as may be applicable to the employees of the Bank from time to time.

During the period of your employment with the Bank, you shall not engage in any other profession, employment, occupation, consultancy or other business and shall endeavor your best to promote the Banks interests.

## 7. Transfer

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred, to any of the Banks establishments, divisions and/or associates/affiliates situated in any part of India, in such capacity as the Bank may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

## 8. Withholding of increments

The increments in your grade will not be automatic but will be subject to performance and as per our performance appraisal and merit increase guidelines applicable that year plus regular attendance and good conduct.

## 9. Termination

The Bank may terminate your employment with the Bank at any time due to just cause per bank policies, by providing prior written notice, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy of the Bank. Please note that all the policies are in addition to but not in derogation with each other.

You agree that, at the time you leave the employment of the Bank, you will deliver to the Bank (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Bank or otherwise belonging to the Bank, its affiliates, successors or assigns. You shall have no right of retention of the assets or documents of the Bank.

Please note any Joining Bonus /Sign on Committed Bonus, Onetime Expenses (e.g. Notice period buy out Or Relocation Reimbursement) paid to you has a lock-in period of 1 Year from your date of Joining and in case of your early ex hall have full right to recover all such amount(s) from you.

#### 10. Notification to new employer

Upon termination of your employment with the Bank for any reason, whatsoever you hereby grant consent to notify to any of your subsequent employer(s).

#### 11. Certificates and Testimonials

Certified copies of your certificates and testimonials, including the proof of your age, together with originals, may please be submitted for verification, to the Human Resources Department.

#### 12. Change in Status

You should keep the Bank informed about any change in your address, educational qualifications and marital status.

#### 13. Declaration under Companies Act

In accordance with provision of Companies Act, 2013, you are requested to make a declaration whether you are in any way related to or you have business connections with any of the Directors of the Bank.

#### 14. Weekly Working

Your working week will be as per the practice followed in the establishment/department/section in which you are posted. The Bank shall not be required to pay any overtime wages to you for employment services performed outside working hours or on public holidays.

#### 15. Leave

You will be entitled to paid leave in accordance with the leave policy of the Bank. The facilities, amenities and leave granted to employees in excess of the statutory requirements do not form part of the conditions of service and are subject to change at the discretion of the Management.

#### 16. Public Holidays

The Public Holidays observed by the Bank are subject to adjustment or reduction from time to time.

#### 17. Confidentiality

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Bank. You will not, either during your employment with the Bank or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the Banks business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the Bank or their authorized representatives. During the period of your employment, you shall not, without the written authority of the Bank, publish any written articles or deliver any talk on any subject related to your profession or participate as a member of any organization connected with your profession. During the period of your employment, you shall not make any public statement, or author any book, report or writing, in relation to the business or affairs of the Bank. You shall also not make any statement in writing, verbal, audio/audio & visual on social media.

On discontinuation of your employment, you will return to the Bank, all papers and documents and all other property pertaining to the Bank or affairs of the Bank or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom. In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the Bank, our customers and third parties.

#### 18. Inventions

All work product developed or invented by you in the course of performance of your employment with the Bank shall belong to the Bank. You hereby assign and agree to assign to the Bank all of its intellectual property rights (including moral rights) in and to any products developed, inventions, written materials, electronic data and other materials and documents created in the course of your employment with the Bank. You shall not retain any rights or interest in any property, materials, products, data or documents created in the course of your employment with the Bank.

Both during and after the termination of your employment with the Bank, you agree to execute without

any compensation all such other deeds and documents and do all such acts as may be reasonably required by the Bank for further and better protecting the Bank's rights to all and any property, materials, products, data or documents created by you in the course of your employment with the Bank.

Both during and after the term of your employment with the Bank, you agree not to publish, directly or indirectly, except with the prior written consent of the Bank, any information in relation to any intellectual property, confidential information or trade secrets of the Bank.

#### 19. Data Protection

For the purposes of the data protection by signing of this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, holding and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, including, but not limited to: administering and maintaining personnel records; paying and reviewing salary and other remuneration and benefits; providing and administering benefits; undertaking performance appraisals and reviews; maintaining sickness and other absence records; taking decisions as to your fitness for work; providing references and information to future employers, and if necessary, governmental and quasigovernmental bodies for social security and other purposes; providing information to future purchasers of the Bank or of the business(es); surveillance where criminal activity is suspected; monitoring email/internet usage; transferring information about you to a country or territory outside India.

#### 20. Non-Disparagement

At all times while dealing with the customers or prospective customers of the Bank you shall represent yourself as an employee of the Bank, and all agreements entered by you with them shall be for and on behalf of the Bank.

You shall not make any communication or engage in any conduct that is or can be reasonably be construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders Strategic business partners, products or services.

#### 21. Remedies

In the event of a breach or a threatened breach the Bank shall in addition to any other remedies provided herein or otherwise available by law have the right and remedy to have covenants specifically enforced by any court having equity jurisdiction.

#### 22. Agreement not to Solicit Employees, Suppliers and Customers

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any supplier of the Bank or any of its affiliates to cease to supply or restrict or vary the terms of supply.

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any customer or client of the Bank or any of its affiliates to cease to procure such products and/ or services.

During the term of your employment and after termination of your employment with the Bank, you will not directly or indirectly solicit, recruit, induce or persuade any of the employees of the Bank or any of its affiliates to leave their employment or take away such employees, or attempt to solicit, induce, recruit, encourage to leave their employment or attempt to take away employees.

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or "anything of value" in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

#### 23. Prohibitions under FCPA and PCA

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or

receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

**24. Governing Law and jurisdiction**

This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Jaipur (Rajasthan) whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

**25. Force Majeure**

Notwithstanding anything to the contrary herein contained, the Bank shall have the right to terminate this Offer letter prior to the date of your joining if either party is prevented from discharging its obligations hereunder due to any cause arising out of related to any Act of God or Act of State, war, riot, civil commotion, epidemic, pandemic terrorism or any order of any governmental or semi-governmental or local authority or similar cause ("force majeure events") beyond the control of Bank. Nothing contained in this clause shall not be deemed to be a breach of the terms stated in this offer letter. In the event of the continuance of a force majeure event beyond a period of 30 days, Bank shall be at liberty to terminate this Offer Letter.

**26. Retirement**

The last date of employment for a retiring employee at AU Small Finance Bank has to be the last working day of the month in which the employee completes 60 years of age.

"I hereby affirm that I shall comply with the Code of Conduct on Prohibition of Insider Trading Policy ("**Code**") of Bank and Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 2015 ("**the Regulations**") including any amendment made therein from time to time. In case of having access to any Unpublished Price Sensitive Information ("**UPSI**") then I shall comply with the Code and shall ensure confidentiality of the UPSI received about AU SMALL FINANCE BANK LIMITED."

**For AU Small Finance Bank Limited**



**AUTHORIZED SIGNATORY**

**Acknowledgement and Acceptance**

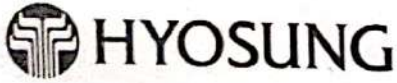
I hereby accept this offer-cum-appointment letter on the above-mentioned terms and conditions and agree to abide by the rules & regulations of the Bank as are in force from time to time. The current issue of the rules has been read and understood by me before signing this letter.

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

Candidate Name : \_\_\_\_\_

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

Date of acceptance : \_\_\_\_\_



**Hyosung India Pvt. Ltd**  
Plot No.1 Sector No.11  
Auric City Shendra  
Aurangabad - 431154,  
Maharashtra, India.  
www.hyosung.com  
CIN No - U17309MH2018FTC320854

Date: March 1<sup>st</sup> 2021

Private & Confidential

To,

Name: Ritesh Jare  
Emp ID: HIPLA1254  
Designation: Associate  
Department: Production

Mr. Ritesh,

Sub: Order of Confirmation

Ref :- Your Trainee period followed by Probation Order.

You were appointed as Diploma Associate Trainee for 12 months, subsequently followed by 6 months' probation from the vide order dated 09-09-2020. In light of your satisfactory performance during training & probation period, the management has decided to confirm your services based on organisation requirement on the following terms and conditions: -

1. Your confirmation from Diploma Associate Trainee to Associate on the rolls of the company shall be from 10-03-2021.
2. Your remuneration shall be @ Rs. 219984 per annum. Break-up of your remuneration is annexed hereto with the order.
3. The Industrial "Model Standing Orders" shall be applicable to you until the management frames its own Certified Standing Orders.
4. You shall be duty bound to follow all instructions, oral and in writing which may be issued by your superiors or any competent authority from time to time and you shall be duty bound to implement the same.
5. You shall be entitled for benefits of leave as per law/ Company policy.
6. The nature of your duties will be assigned to you from time to time and/or as may be specifically informed to you in writing. The said duties, nature of work, areas of operation, departments, divisions, sections etc. may be amended, altered, added to or modified by the management as and when found fit at its sole discretion and the same shall automatically become applicable to you on its intimation without requiring any notice of change.
7. Your duty hours and shift timings shall be fixed by the management from time to time depending upon the situation and/or requirement as the management may deem fit and proper.
8. You shall not engage in any business, trade, profession, calling, employment etc. besides performing your duties with the management in your present employment.
9. You are at liberty to terminate the employer-employee relationship with the management by giving one months's notice or salary in lieu of notice. So also, the management would be at liberty to do so in an identical manner.
10. Your services are liable to be transferred from one section to any other, one department to any other, one division to any other, one operation to any other within the establishment of the management. So also, you are liable to be transferred from your present undertaking to any other factory, undertaking, concern or job oriented activity at any place under the same management or its associates, presently in existence and all those which may come into existence in future. In short, your services are transferable all over the world. So also, your services can be sent on deputation by the management to any of its above mentioned undertakings etc. or even to any sister concern or job oriented activity at any place or to any of its

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Corporate office Address- 2nd Floor, Building No-8, Tower B, DLF Cyber City, Phase-II, Gurgaon122002, India

17<sup>th</sup> October 2019

Mr. Sagar Yogeshwar Agharde  
At/Post-Ghatshendra,  
Tq-Kannad, Dist-Aurangabad- 431147

Dear Sagar,

With reference to your application for training and the subsequent discussion we had on the subject, we are pleased to allow you to undergo practical training in our company on the following terms and conditions:

1. That your training period will be for one year duration from your Date of joining i.e. 17<sup>th</sup> October 2019.

2. During the training period, you shall be paid stipend of Rs. 20,000/-Per Month.

In case company offers you employment after successful completion of training period the special allowance will be merged with the allowances applicable to your grade at the time of conformation. Offering employment on completion of training period will be at the sole decision of the Company, depending on available roles.

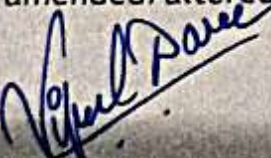
3. Please note that the company gives this training to you with clear understanding that this is an opportunity being providing to you for getting industrial exposure and this does not in any way amount to provided employment. Your training shall automatically stand terminated on completion of the training period.

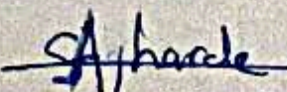
4. You shall not divulge or disclose in any manner any information and/or knowledge that you may gather during the course of your training with us

5. Please note that your practical training may require you to work at any of the company's offices or factories, existing or acquired subsequently, without any change in your training structure.

6. You will be required to furnish documentary proof of the facts mentioned in your application and non-compliance of the same or detection of any discrepancy therein shall render you liable to be removed from the training without any notice or any compensation whatsoever.

7. You will abide by the rules and regulations of the company now in force or amended/altere d/added to, from time to time.

  
Vipul Dave  
Head HR & IR

  
Sagar Yogeshwar Agharde





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

**THE WORLD'S  
FAVOURITE  
INDIAN**

HR/DTEs 2020 Batch

10, Feb 2021

2854637/GP Hingoli - Government Polytechnic - Limbala/Mechanical

Sagar Sanjay Wagh  
waghs9923@gmail.com  
Mobile No. 8766721636

Dear Sagar Sanjay Wagh,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment as an Apprentice under the Apprentices Act, 1961 at our **Waluj Works** on the following terms and conditions:

1. You will be designated as **Diploma Trainee Engineer**.
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship under Apprentices Act, 1961 for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training. You will also be governed under the provisions of The Apprentices Act, 1961 especially under Rule 6 read with Schedule V and section 12 of the said Act.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 11,500/-** per month.
4. This offer is subject to your obtaining a diploma from a Polytechnic/ Institute without failure in any term/ semester and your medical fitness to be certified by the Medical Officer of the Company.
5. If you are not found to match the information as mentioned during application, then the Company shall have the right to withdraw the offer.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training as provided under the Apprentices Act, 1961 without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. As per Apprenticeship Act, a recovery of 3 months of stipend will be made in case the employer decides to terminate the contract. In case the trainee decides to terminate the contract the amount of recovery will be based on notification received from Board of Apprenticeship Training.
9. While you are undergoing training in the company you will be governed by the rules and regulations applicable to your category and will abide by the working hours.
10. The Company lays emphasis on all statutory compliance and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise



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



14. As part of your training with the Company you may become aware of, or otherwise come in to the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information") and you shall not, during and after your training with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.
15. You will not use Confidential Information for the benefit of yourself or others outside the Company.
16. On completion of training, you will be relieved from service and there shall be no obligation whatsoever to offer you employment with the company.
17. You will join the duties within three days from the date of results or on a suitable date communicated by the Company, whichever is earliest. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,

For Bajaj Auto limited,

Sabyasachi Ray  
Vice President - Human Resources

Encl: As above.

I, \_\_\_\_\_, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in \_\_\_\_\_ by \_\_\_\_\_ .

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



**Aurangabad Electricals Limited**

Corporate Office :

' SHREEHARI' 3rd & 4th Floor

Plot No.36 , Gut No.41 , Golwadi , Paithan Road

Aurangabad - 431 105, Maharashtra, India.

Telephone : +91-7755990650 , 7755971174 / 75

Ref: AEL/CORP/HR/2019

10<sup>th</sup> January 2019

To:

**Mr. S. S. Paliwal**  
Jr. Engineer

**LETTER OF CONFIRMATION**

Dear Mr. Paliwal,

This has reference to our letter dated 10<sup>th</sup> July, 2017 appointing you on probation.

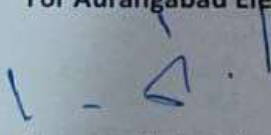
Based on your performance during probation, the Management is pleased to confirm your services with effect from 10<sup>th</sup> January, 2019.

All other terms & conditions of your employment shall remain same. You will continue to maintain high standards of discipline, efficiency and integrity.

We value your efforts & commitments to the company Goals. We are sure that you will continue to contribute to the success of the Organization.

With Best Wishes,

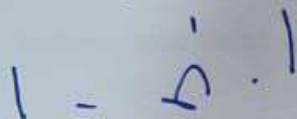
For Aurangabad Electricals Ltd.

  
Soumen Majumdar

Associate Vice President – Corporate HR & BE

7. The time schedule of your training shall be as communicated to from time to time, through General Notice, which you shall have observed.
8. During the period of training your work place may be changed to any department / branch / group / section / line as directed by the Management, from time to time.
9. You will be responsible for safekeeping and returns, in good conditions and order, of all the articles belonging to the company, such as tools, equipment's instruments etc. This may be in your use / custody / care. The Company reserves the right to deduct money values of all such items from your Stipend and / of to take such other action, as it deems proper, in the event of your failure to account for them to the satisfaction of the Management.
10. During the period of training, you shall follow the safety rules, code of conduct to be unsatisfactory; your training shall be discontinuing forthwith.
11. This offer is subject to the correctness of the information and particular stated by you in the application, bio-data and at the time of interview, and is based on verification, signed by you. If the management finds that the particulars Supplied by you are incorrect or fabricated, the training shall be discontinued forthwith.
12. You are required to open a saving Bank Account in IDBI Bank, Aurangabad, and Submit your Bank Account Number to wage Administration Section of Personnel Dept. for the purpose of transfer of your Salary in the bank. If above terms and conditions in this offer are acceptable to you as "Trainee Engineer – Production" please signs and returns the duplicate copy of the letter, as token of its acceptance.

For Aurangabad Electricals Ltd.



Soumen Majumdar

Associate Vice President - Corporate HR

Received original copy of the letter. I read and understood the contents of the letter; they are same as discussed with me. I am signing and returning this copy having accepted all above terms and condition of my employment with the company. I have been briefed of all the contents in my mother tongue and I understand the same.

Sahil Paliwal



## Aurangabad Electricals Limited

Corporate Office :

Gut No. 65, Village Chitegaon,

Taluka Paithan, Dist. Aurangabad - 431 105,

Maharashtra, India.

Telephone : +91-2431-329705-13

Fax: +91-2431-251488

Ref: AEL/CHR/2018

10<sup>th</sup> July 2018

To,

Mr. S. S. Paliwal  
Junior Engineer

### LETTER OF PROBATION

Dear S.S. Paliwal,

This has reference to our letter dated 10<sup>th</sup> July 2017 appointing you on training.

Based on your performance during training, the Management is pleased to inform you that, you have successfully completed your training period. You will be on probation w.e.f. 10<sup>th</sup> July 2018.


Upon successful completion of Probation period for six months, you shall be confirmed in the service of the company.

All other terms & conditions of your employment shall remain same.

We value your efforts & commitments to the company Goals. We are sure that you will continue to contribute to the success of the Organization.

With Best Wishes,

For AURANGABAD ELECTRICALS LIMITED

  
Soumen Majumdar

Associate Vice President – Corporate HR & BE

Registered Office : Plot No. B-7, MIDC Chakan, Village Mahalunge, Taluka Khed, Dist. Pune - 410 501 Maharashtra, India.

Phone No. : +91-2135-671673, Fax No. : +91-2135-671671, E-mail : corporate@baglagroup.com, Website: www.aurangabadelectricals.co

Registration No. : AACCA2867L, CIN : U31909PN1985PLC037539

**Aurangabad Electricals Limited**

Corporate Office :

Gut No. 65, Village Chitegaon,  
Taluka Paithan, Dist. Aurangabad - 431 105  
Maharashtra, India.

Telephone : +91-2431-329705-13

Fax : +91-2431-251488

REF/AEL/CHR/2017

Date: 11<sup>th</sup> July 2017

To,

Mr. Sahil Paliwal

**SUB: Appointment Letter as a "Trainee Engineer- Production"**

This has reference to your application dated 1<sup>st</sup> July 2017 and subsequent interview you had with us on dated 2<sup>nd</sup> July 2017 we hereby offer to you on the following terms and conditions.

**TERMS AND CONDITIONS:**

1. The training commences with effect from 10<sup>th</sup> July 2017 and ends on 10<sup>th</sup> July 2018 as discussed and agreed.
2. Your salary will be paid as per Annexure "A", After completion of one-year training period you will be on probation, and upon successful completion of the six-month probation the employee shall be confirmed in the service of the company. He shall be entitled other benefits as per other confirm employees. The employee shall be allowed annual increments depending upon his performance and subject to the prosperity of the company but the decision of the management in this regards shall be final.
3. This training and its continuance are subject to your being found medically fit. You shall appear before the Medical Officer of the company or any Medical Practitioner nominated for the purpose of medical examination and/ or for health survey from time to time. You shall submit to us such medical examination as and when required and failing to do so would be considered gross misconduct.
4. You will abide by whatever shift or training hours that may be fixed in your case from time to time.
5. During the period of training, you shall not disclose or divulge any secrets or business affairs of official matters gathered or acquired by you relation to our company to any outsider.
6. You shall be required to maintain a daily performance diary, regarding your engagements and achievements of day-to-day training and produce the same to your superiors as and when so required.

Registered Office : Plot No. B-7, MIDC Chakan, Village Mahalunge, Taluka Khed, Dist. Pune - 410 501. Maharashtra, India.

Telephone No. : +91-2135-671673 Fax No. : +91-2135-671671 E-mail : corporate@baglagroup.com Website : www.aurangabadelectricals.co.in

PAN : AACCA2867L CIN : U31909PN1985PLC037539



**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY RECRUITMENT BOARDS**



**CEN 01/2018 (Recruitment of Assistant Loco Pilot (ALP) & Technicians)  
Selection of RRB, Post Preference, Exam Trade and Confirmation/Modification of  
Bank Details  
(Only for Candidates who have attended 1st Stage CBT)**

Registration No : 310382384

**Personal Details**

Full Name of Applicant : SANAP RAJU VITTHAL Father`s Name: VITTHAL ASHROBA SANAP  
Mother`s Name : PRABHAWATI VITTHAL SANAP Date of Birth : 1993-06-24  
Gender: Male

**RRB Details**

Selected RRB : SECUNDERABAD

**Post Preference Details**

Cat.No	Railway	Designation	Department	Sub Department	Vacancy									Priority
					UR	SC	ST	OBC	Total	ExSM	VH	OH	HH	
2	South Central Railway (SECUNDERABAD)	ASSISTANT LOCO PILOT	MECHANICAL	TRACTION	1327	398	200	721	2646	267	0	0	0	1
134	South Central Railway (SECUNDERABAD)	TECHNICIAN GRADE III SIGNAL	S and T	SIGNAL	166	50	26	82	324	32	0	10	0	2
136	South Central Railway (SECUNDERABAD)	TECHNICIAN GRADE III TELECOMMUNICATION	S and T	TELECOMMUNICATION	51	14	9	26	100	7	0	3	0	3
1	East Coast Railway (BHUBANESWAR)	ASSISTANT LOCO PILOT	ELECTRICAL	TRACTION	238	151	36	62	487	49	0	0	0	4
134	East Coast Railway (BHUBANESWAR)	TECHNICIAN GRADE III SIGNAL	S and T	SIGNAL	5	1	2	1	9	2	0	0	0	5
136	East Coast Railway (BHUBANESWAR)	TECHNICIAN GRADE III TELECOMMUNICATION	S and T	TELECOMMUNICATION	1	1	1	0	3	0	0	0	0	6

**Exam Trade Details**

Exam Trade: Refrigeration and Air Conditioning Mechanic

**Details of Bank Account in which refund has to be made**

Name of the account holder : SANAP RAJU VITTHAL Account Number : 62200321516  
IFSC code : SBIN0003423

**Declaration**

I hereby declare that I have chosen the RRB, given priority of post preference, selected the exam trade for 2nd stage CBT and confirmed/modified the Bank details consciously and the details displayed above are true and correct.

Download Time: 2018-10-06 19:44:49

To,

**Mr. Shaikh Sattar Shaikh Rashid**

**VMC Working Supervisor**

**Sub:- Engagement as a Trainee**

**Ref:- Your application dated 01-01-2019.**

You are hereby inducted as a VMC Trainee on the following terms and conditions -:

- 1) Your period of training shall be of 12 months from the date you report for training under **Mr.Sk.Afsar MahemoodSaheb.**
- 2) Your salary during the training period shall be **@ Rs.1.74 CTC (i.e. 14.5CTC PM.)**
- 3) Your training will be observed by your trainer and superiors and any instructions, oral or in writing shall be applicable to you and you shall be duty bound to follow and implement the same.
- 4) There shall be no automatic regularisation of your services after completion of your training.
- 5) The successful completion of your training shall not mean automatic confirmation in service.
- 6) Your services during the training period are liable to be terminated without assigning any reasons, without any notice and without any wages in lieu of notice by the undersigned.
- 7) You shall have no right to demand extension of your training period or confirmation or regularisation in our employment.
- 8) Upon your successful completion of training period, it shall be the sole prerogative of the management whether to utilise your services or not and in case the management decides to utilise your services, the same shall be by issuance of an express order in writing by the undersigned.
- 9) In case you are continued beyond of training period without any order being passed, it shall not mean that you have attained the deemed status of permanency or that you have automatically come out of the purview of this order. Even thereafter, the discontinuation of your services shall mean the termination of your training programme





- 10) In case you remain unauthorized absent for five or more days in a month or three consecutive days, it shall mean that you have no interest in training and that you have abandoned your training. In such circumstances, the undersigned shall have every legal right to Strike-off your name from the trainee rolls of the establishment.
- 11) There shall be no employer-employee relationship between you and the establishment. Since there will be a relationship of Teacher-Pupil between the management and you.
- 12) You will not be entitled for any lay-off or other compensation amount if the establishment does not have any work. Any order in that regard will be issued to you as the situation occurs.
- 13) The management of the establishment shall have all the rights whether to continue your services or not in case when the work load is not so heavy.
- 14) Any amendment, modification or addition or deletion to this order by the undersigned shall be communicated to you in writing and the same shall be automatically applicable and binding upon you with immediate effect and it shall not require any notice of change.
- 15) You shall not be entitled for any benefits other than made available to you as per this order.

You are required to sign the office copy of this order putting your signature and your left hand thumb impression on each page of this order in token of your having accepted the same. No dispute in this regard shall be entertained by the management thereafter.

(For: **SIGMA ENGINEERS**)  
 Authorized Signatory



**Declaration -:**

I have been explained the terms and conditions set-out herein above in my mother tongue. I have understood the same and I accept them as binding upon me.

Left hand Thumb impression



*Signature*  
 Signature





**शुभम गोरे**  
कनिष्ठ सहयोगी  
**Shubham Gore**  
Junior Associate

**1004655**

**शाखा / Branch**

औद्योगिक वित्त शाखा, मुंबई  
2 री मंजिल, परिनी क्रेसेंजो, प्लॉट नं. सी-38  
एवं सी-39, बांद्रा कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व),  
मुंबई - 400 051.

Industrial Finance Branch, Mumbai  
2nd Floor, Parinee Crescenzo, Plot No. C-38  
& C-39, Bandra Kurla Complex, Bandra (E),  
Mumbai - 400 051.

**रक्त समूह / Blood Group : B+ve**

**आपातकालीन नं./Emergency No. 9657086326**

जारीकर्ता अधिकारी/  
Issuing Authority

धारक/  
Holder

यदि मिले तो लौटाएं

If found please return

कृपया भारतीय  
स्टेट बैंक की  
नजदीकी शाखा में  
जमा करें।

**Please deposit  
with nearest  
branch of State  
Bank of India.**

Note : The card is issued by State Bank of India



# MANISH ENGINEERING WORKS



Mfg. Precise CNC/VMC Auto Components & Assemblies.

Works : L-33, MIDC, Waluj, Aurangabad - 431 133. Mob. : 9225301038  
Email : mdr@manishengineering.com Website : www.manishengineering.com

Ref.

Date :

Dt. 21-09-2017

## JOINING LETTER

NAME: - MR. SHUBHAM SUBHASH KAWADE

On behalf of MANISH ENGINEERING WORKS, we here by inform you that you are appointed as Quality Engineer in Quality Dept. (Date of Joining - 20-09-2017) in our organization as follows.

POSITION: - Quality Engineer

MONTHLY SALARY: - 11000/ Per Month.

ANNUAL BONUS: - Based on your performance.

In the best interest of MANISH ENGG. WORKS. We will need your confirmation immediately.

We look forward to you being a part of our team.

For Manish Engineering Works

(Authorised Signatory)



## APPOINTMENT LETTER

27 Aug 2018

Sumit Yogesh Choudhari  
Nagpur - Central

Namaste Sumit,

Welcome to Future Group!

We are an organisation that is rapidly imagining the next big retail story and realising it in tangible form day after day. We live by the words **SPEED** and **IMAGINATION** in everything we do. Together, our singular aim is to delight the customer and give them the best the world has to offer, at the best price.

We are pleased to appoint you as **Graduate Engineer Trainee** in Band **Specialist**.

**Date of joining:** 27 Aug 2018

You will undergo training for a period of six months commencing on 27 Aug 2018. On successful completion of the training period you will be absorbed as **Executive** and shall be taken on probation for a further period of six months.

**Compensation:** Your Cost to Company (CTC) is INR ₹ 300003/- (INR ₹ Three Lakh Three Only) details of which are in the enclosed annexure.

**Location of work/transfer:** Your primary address of work will be **Nagpur**. However, your services are transferrable to any of our locations in India or abroad – both within the organisation and at any of our associate companies, sister concerns, or subsidiaries. This is applicable to existing establishments as well as future ventures.

**Duties:** As **Graduate Engineer Trainee**, you will report to the Managing Director or a deputy officer of his choice. In due course, you will be handed an overarching view of your primary duties and responsibilities. Additionally, these may evolve from time to time.

**Salary Structure:** Please refer to the enclosed annexure for details. The salary structure and other perquisites/benefits mentioned below are subject to taxes, as applicable. It is at the management's discretion to change/restructure/redistribute the amounts under the respective categories.

**Probation/confirmation:** You will undergo a six months' probation period, but if the Management is not satisfied with your work and conduct, your services are liable to termination without notice at any time during or on completion of the probation period. This period of probation will be liable to such extension as the Management may deem fit in its sole discretion. Unless an order in writing confirming you is given, you will not be deemed to have been made permanent. Absence for a continuous period of ten days without prior permission of your superior (including overstay on leave/ training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

**Leave:** You are eligible to benefit from the company's Leave Policy.

**Future Supply Chain Solutions Limited**

Corporate Office: 7th Floor, 349 Business Point, Western Express Highway Andheri (East) | Mumbai 400 069. P: +91 22 71429100

Registered Office: Knowledge House Shyam Nagar, Off. Jogeshwari- Vikhroli Link Rd, Jogeshwari (E), Mumbai 400 060. www.futuresupplychains.com | ISO 9001:2008 certified company

CIN No. : L63030MH2006PLC160376

**Travel:** During your engagement with the company, you may be required to travel within or outside India for business. Your expenses on such trips will be reimbursed as per the company's Travel Policy. Refusal to travel without a valid reason may result in consecutive disciplinary action.

**Code of conduct:** Here are the company's codes of conduct for your perusal and action:

- I. The company believes in your abilities to discharge the responsibilities entrusted to you with supreme initiative, efficiency and economy.
- II. As a member of Future Group's family, you are solely to devote your working hours to it. You are not permitted to undertake any other employment, assignment or any office that is honorary or for any consideration in cash or kind or otherwise, without the prior written permission of the company.
- III. You are not to pledge the company's credit and/or make representations on its behalf, unless you are specifically and duly authorized to do so.
- IV. The company recognises 58 years as its retirement age. However, you can choose to retire early on completing 55 years or any date before you turn 58. In the interim, if you are unable to perform your duties physically or mentally, further decision regarding your employment is at the company's sole discretion.
- V. You are not to, either during or after your employment, except in the proper course of your duties, divulge to any person or entity any trade secrets or manufacturing processes or any other information concerning the business or finances of the company or any of its activities, dealings, transactions or affairs that you may have learned during the course of your employment. Do your best to prevent the publication or disclosure of any such sensitive information.
- VI. Do thoroughly acquaint yourself with the laws, orders, rules, regulations, notifications, etc., of the Central, State, Local governments and/or any other authorities from time to time with particular reference to the Defence of Indian Rules. You are to look out for any resulting modifications or orders as well as other emergency legislation that could affect or be concerned directly or indirectly with the company and its business and affairs. It is part of your duties and responsibilities to see that, as and where applicable, all the requirements under the above amendments are fully observed and complied with.
- VII. Rules, regulations and standing orders from the company at present and those that may vary from time to time are applicable to you.



VIII. Your continuance in the services of the company will be subject to your physical fitness as may be required for the position you may hold. You will be required to go through medical tests and examinations from time to time.

IX. This letter is issued to you on the basis of the information and particulars you've provided in your application (including your résumé), at the time of your interview and subsequent discussions.

If it transpires that you have made a false statement or failed to disclose a material fact resulting in the issue of this letter, then it is at the sole discretion of the management to decide a due course of remedy, not barring the termination of employment.

X. Your appointment is subject to satisfactory feedback from the references/previous employers mentioned in your Employment Application Form.

XI. Regard these points as an agreement of the terms and conditions of your service with the company. These may be subject to modifications and amendments from time to time in keeping with internal Rules and Regulation.

XII. Your salary will be reviewed in accordance to the guidelines of the performance appraisal cycle of the company.


We look forward to your valuable contributions. With us, your imagination will thrive in a free-flowing work environment where the shackles of by-rota processes with not stop you from realising your true potential.

We wish you an enriching career at Future Group.

Please sign and return to the undersigned a duplicate copy of this letter signifying your acceptance.

Welcome to the family!

For Future Supply Chain Solutions Limited,

  
**Bikash Prasad**  
General Manager – People Office

**Sumit Yogesh Choudhari**



Science of Supply Chain **DELIVERED**

### COMPENSATION STRUCTURE

Name : Sumit Yogesh Choudhari

Designation : Graduate Engineer Trainee

Band : 2A


Zone : Central

Date Of Joining: 27 Aug 2018

Salary Heads	Amount (Rs.)
(A) Monthly Payments	6090
a. Basic	3654
b. HRA	1600
c. Transport Allowance	11453
d. Adhoc Allowance	22797
Total Monthly Pay(GPM)=Sum(a:d)	273564
Total Gross Pay Per Annum (GPA)=GPM*12	
(B) Annual Payments	10000
a. Ex-Gratia	0
b. Leave Travel Allowance	8770
c. Employer's Provident Fund	292334
Total Fixed Cost = Total Gross Per Annum + Annual Payments	
(C) Annual Variable Cash (Maximum Payable)	0
a. Performance Bonus	292334
Total Cost = Total Fixed Cost + Annual Variable Cash	
(D) Health /Retiral Benefits	0
a. ESIC	3994
b. Medical Insurance	160
c. Group Term Insurance & Life Security Plan	3515
d. Gratuity(As per Act)	300003
Cost To Company = Total Annual Cash + Health/Retiral Benefits	

Additional Benefits : Membership under Special Privilege Scheme of Future Group

**\*Eligible for Membership under Special Privilege Scheme of Future Group**

  
Bikash Prasad  
General Manager – People Office

Sumit Yogesh Choudhari



**ENDURANCE  
ENDURANCE TECHNOLOGIES LIMITED**

(Transmission Division)  
K-226/1, K-227, M.I.D.C. Industrial Area, Waluj,  
Dist. Aurangabad (M.S.)-431136, India  
TEL: +91-240-2569419, 2569420  
FAX: +91-240-2563553  
www.endurancegroup.com  
CIN No. : L34102MH1999PLC123296

Date: 07.06.2021

To,  
Mr. Tushar Vijay Banchhod  
Heramb Niwas, Pishor road,  
Chajed Nagar, Kannad  
Aurangabad-431103

Pursuant to your application dated on **03<sup>rd</sup> June 2021**, you are hereby inducted as a  
Apprentice Trainee on the following terms and conditions w.e.f. **07<sup>th</sup> June 2021**.

1. Your appointment as a 'Trainee Technician' in the capacity of an "Apprentice" is in accordance with clause 2(f) of the Model Standing Order under Industrial Employment (Standing Order) Act,1946
2. You will have "**On the Job training**" for the period of Eleven month from the date of your joining. During this period, your "**On the job training**" is liable to be terminated without any reason, without any notice & without any compensation in lieu thereof.
3. Your consolidated stipend during the training period shall be Rupees. 11063/- **Per Month** (Eleven Thousand Sixty Three Rupees Only). Also in addition to same, attendance bonus @500/- will be paid for presence on all working days in month.
4. Your service conditions shall be governed by the terms set out in the instant order.
5. Your training will be observed by your trainer and superiors and any instructions, oral or in writing shall be applicable to you and you shall be duty bound to follow and implement the same.
6. The company will provide uniform, safety shoes from the date of joining. In case of separation for any reason what so ever before three months from the date of joining the actual amount incurred for the uniform & safety shoes shall be recovered through full and final settlement.
7. You will be placed in any shift for the purpose of your on the job training.
8. During your "**On the Job training**" with the company the rules, regulations & practices of the company shall be applicable to you. The company shall have right and prerogative to change the regulations and rule as per the requirements of the time & as deemed appropriate in the absolute discretion of

*Jg*





the company also changed regulations and rules shall also be automatically applicable to you and you shall abide by them.

9. Continuation of your "**On the Job training**" will be subject to your training performance, work attitude, behaviour, discipline, conduct and punctuality during the training period. Periodical appraisals of your training performance shall be conducted by your superiors.
10. You will have to observe the company's safety rules, regulations and policies applicable to you from time to time during your training. You will always use safety PPE's provided to you by the company while undergoing training. Consequence management policy applicable to you.
11. If the company suffers any cost, consequences, damages, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same & keep the company indemnified and harmless for such cost etc.
12. There shall be no automatic regularisation of your services after completion of your training.
13. The successful completion of your training shall not mean automatic confirmation in employment.
14. Your services during the training period are liable to be terminated without assigning any reasons, without any notice and without stipend in lieu of notice by the undersigned.
15. At the expiry of training period of **Eleven Months** you shall be relieved by the company. The company shall not absorb you in the employment of the company. During the training period you shall remain as Learner and shall not eligible for the status as a "Workman".
16. You shall have no right to demand extension of your training period or confirmation or regularisation in our employment after completion of your training period.
17. Upon your successful completion of training period, it shall be the sole prerogative of the management whether to utilise your services or not and in case the management decides to utilise your services, the same shall be by issuance of an express order in writing by the undersigned.
18. In case you are continued beyond your training period without any order being passed, it shall not mean that you have attained the deemed status of

Jay

permanency or that you have automatically come out of the purview of this order. Even thereafter, the discontinuation of your services shall mean the termination of your training programme.

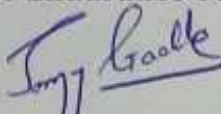
19. In case you remain unauthorised absent for five or more days in a month or for three consecutive days, it shall mean that you have no interest in training and that you have abandoned your training. In such circumstances, the undersigned shall have every legal right to strike-off your name from the trainee rolls of the factory.
20. There shall be no employer - employee relationship between you and our Management.
21. Any amendment, modification or addition or deletion to this order by the undersigned shall be communicated to you in writing and the same shall be automatically applicable and binding upon you with immediate effect and it shall not require any notice of change.
22. You shall not be entitled to any benefits other than those made available to you as per this order.


If you are agreeable to the above terms and condition, please return the duplicate of this letter duly signed by you confirming your acceptance.

We take this opportunity to welcome you to our organization and hope that your association with us will prove to be of mutually beneficial.

**Wishing you good luck**

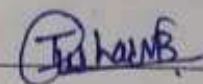
**For Endurance Technologies Limited**



 **Sanjay Gadhe**  
GM - Corporate ER/IR  
(REGIONAL HEAD)

I have carefully read & understood the above content & accept the same, I shall be reporting for "On the Job Training" on

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



NAME: Tushar V. Banchhed



07 May 2018

Mr Jaiswal Yash Ajay  
Indraprasth Colony RH 47/8, Bajaj Nagar,  
Waluj, Aurangabad - 431136

Subject :- Appointment Letter

Dear Mr Jaiswal Yash Ajay

This refers to your application and subsequent interview you had with us. We are pleased to appoint you in our organization as "Production Engineer" with effect from 07 May 2018.

We welcome you to our organization and we hope that your association with us will be long and mutually beneficial.

Yours sincerely,

For Vijay Gears

**For VIJAY GEARS**

**Authorized Signatory**

Mr. Jadhav P. M.  
Name of Authority  
Manager



07 May 2018

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Indraprasth Colony RH 47/8, Bajaj Nagar,  
Waluj, Aurangabad - 431136

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Yours sincerely,

For Vijay Gears

**For VIJAY GEARS**

**Authorized Signatory**

Mr. Jadhav P. M.  
Name of Authority  
Manager

# Om Greentech Industries

Office : Plot no 21, Uday, Shilpnagar, RTO road, Aurangabad

Changing the rules of fuel industry

Dear ,

Date : 10th June 2021.

## Yashwant Madhi

Address :- Hno 2/9/171 , Near Trishul Apartment , Santoshi mata mandir , Narlibagh, Aurangabad.  
E-mail id :- yashvant.s.madhi@gmail.com

We are excited to be offering you a full-time position as a Engineering Intern at Om Greentech Industries, reporting directly to our Director **Mr Amol Laddha** Mobile :- 9325559997

Based on your experience, interview and profile, we are looking forward to seeing how you will take our New Project to the next level.

You are Requested to Own a Bike , Laptop and a Smart Phone to co-ordinate the workings efficiently.

As per your conversation and expectation, we'd like to offer you an annual starting salary package of 1,54,000 /- **after an incubation time period of 6 months** .

BASIC (per month)	12,000/-
BASIC (per annum)	144,000/-
Performance Bonus 1 <sup>st</sup> year (on completion of 1 <sup>st</sup> successful service year )	10,000/-
G. TOTAL	1,54,000/-

Personal insurance and accidental insurance premium cover of Rs 1500/- will be debited from your salary/stipend in the first month (only) of every year. If you decide to accept this role, your anticipated start date will be 11th June 2021 at Aurangabad . You will be expected to work from Sharp **10.00. am sharp to 6.30 pm**, with a lunch break of 30 mins from Monday to Saturday .

**Please note that every employee has to prove himself on job hence new employees get an incubation period of 6 months to prove themselves on the job. During 1<sup>st</sup> 'Six' months your stipend (trainee salary) will be 6,000/- per month and allowances will be as per the regular norms.** Om Greentech Industries is offering you employment on an at-will basis. This means that we may end your employment at any time without cause. You are also free to leave the company with one month prior notice for Valid reason.

To accept this offer, please email me at office.omgreentech@gmail.com by 10th June 2021 .If you have any questions; please contact Mr Amol Laddha directly via phone or email.

Pan No: - ACZPL1301L  
GST no:- 27ACZPL1301L1ZA

Mobile: 09422201899.  
State Code :- 27 ( M.H )

Biomass Pellet \* Indonesian coal \* Biomass briquettes \* Steam contracts



## TA and DA rules:-

An employee will be eligible for travelling allowance, if journeys are undertaken for the Market Research and Sales purposes.

- 1) Monthly Railway pass for Travelling to specific region for one month Otherwise Mumbai Local Railway tickets as per 2<sup>nd</sup> class category for rest of region.
- 2) Road mileage where the employees use their own vehicle for official work on tour @ Rs 2 per km limited to 75 km radius from his home.
- 3) If an employee entitled to travel outstation then he may travel by 3 Tier AC Sleeper Coach on tour for long distance journeys of more than 250 kms, charges towards the same will be reimbursed subject to production of receipt.
- 4) For tours less than 250 kms then Regular Non AC category of train travel will be allowed.
- 5) Where any journeys involve travel between two stations not connected by rail, the reimbursement will be limited to Public Bus fare or Private Bus fare but not involving private cars and cabs fares.
- 6) Hiring of taxi between two stations is not allowed for undertaking travel as envisaged under the TA Rules until taken permission from Competent Authority.
- 7) An employee should travel by the shortest route. He may travel by any other convenient route if approved by the Competent Authority.
- 8) For rail/ road journeys, ticket numbers must be indicated in the T.A. bills. However, the Competent Authority may waive such stipulation in genuine cases.

Yours Sincerely,

*Amol Laddha*

**Pan No: - ACZPL1301L**  
**GST no:- 27ACZPL1301L1ZA**



**Mobile: 09422201899.**  
**State Code :- 27 ( M.H )**



## DAILY ALLOWANCE:

- An employee shall be eligible for daily allowance @ Rs 1300 /- per day if journeys are undertaken for official purposes.
- When the entire tour extends for more than 24 hours and more than 200 kms: (including travel time)
  - (a) Full DA (Food and Incidentals) for every completed period of 24 hours and 30% for each additional period less than 24 hours from next day onwards.
  - (b) 50% of the full DA (F&I) for any period less than 24 hours (including travel time) .
- When the entire tour extends for 24 hours or less and more than 150 kms:
  - (a) Full DA if the entire tour extends from 18 to 24 hours (including travel time).
  - (b) 30% of the DA where the entire tour extends from 12 hours to 18 hours.
- Actual lodging charges subject to monetary limits of Rs 850 per day. (Including taxes and other charges) . Lodging charges will be reimbursed only on production of bills even if the employee has to pay lodging charges for more number of days. Inclusion or exclusion of breakfast in hotel bill will be ignored.
- When during tour, an employee has to pay for hotel accommodation for the same day at two stations; hotel bills for stay in both the hotels may be reimbursed.
- DA will be admissible for a halt upto 5 days at any one station. Halt beyond this duration at any one station shall be treated as temporary posting and the allowances admissible shall be as revised.

Yours Sincerely,

*Amol Ladha*



**Pan No: - ACZPL1301L**  
**GST no:- 27ACZPL1301L1ZA**

**Mobile: 09422201899.**  
**State Code :- 27 ( M.H )**





MUNICIPAL CORPORATION OF GREATER MUMBAI  
BKC JUMBO DEDICATED COVID HOSPITAL  
BANDRA KURLA COMPLEX, BANDRA (EAST),  
MUMBAI - 400051  
Email id: [bkccovidhospital@gmail.com](mailto:bkccovidhospital@gmail.com)  
Phone No : 022-68502100



### OFFICE ORDER

Ref:- 1) No. MGC/A/2982

This is to inform that the following Multipurpose Worker (M.P.W.) will undergo a contract renewal for further 1 month from his reappointment with a service break on the date mentioned against his name. Official renewal would be done henceforth on monthly basis as per Dean's decision and MCGM's requirement.

Sr. No.	Name	Break Date	Reappointment Date
1	Shri. Abhijeet Basawraj Biradar	07/01/2021	08/01/2021


Above Multipurpose Worker (M.P.W.) is hereby reappointment to the post of Multipurpose Worker (M.P.W.) on contract basis and offered Rs. 1,000/- per day (Rupees Thirty Thousand Per Month Only) as fixed remuneration in the BKC COVID HOSPITAL, BANDRA KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400051. Above arrangement shall be purely on temporary basis and shall be without prejudice to seniority of others if any on following terms & conditions:

- (a) His/Her appointment is on contract Basis for a period not exceeding 1 month at a time & service break of One day.  
(b) The appointment is on temporary post and the same is likely to be discontinued prematurely on Discontinuation of the post or giving 24 hour notice.
- Appointment shall be temporary and involves
  - Conducting training for junior doctors.
  - 24 hours work spread over in shift.
- He/She "On call" must keep senior informed about his/her whereabouts so that he/she can be conducted easily.
- He/She should behave politely with patients, their relatives members of the hospital staff and visitors and shall follow all the rules, regulations & instruction given from time to time.
- His/Her duty hours will be according to the working of the Hospital where he/she is posted and the convenience of the department. This includes rotation to peripheral hospital.
- The post in which he/she has been appointed is temporary and involves 24 hours work in shifts and he/she will have to work in department under superiors and Dean as the case may be.**
- He/She should not connect with any other institution without the prior permission of the competent authority.
- He/She will be governed by "The Municipal Servant Conduct and Discipline Rules" as modified from time to time. A copy of the rules will be available for perusal with the office Establishment Section.



7. He/She should not connect with any other institution without the prior permission of the competent authority.
8. He/She will be governed by "The Municipal Servant Conduct and Discipline Rules" as modified from time to time. A copy of the rules will be available for perusal with the office Establishment Section.
9. He/She will be directed to sign the muster roll regularly at the prescribed time of attendance failing which he will be treated as absent from duty. Only one weekly off will be given & No other Holiday is admissible.
10. He/She must not take part in any strike or carry out any such activity which will directly or indirectly causes hardship to the patients attending the Municipal Hospital and thus dislocate the health service of the Municipal Corporation of Greater Mumbai.
11. He/She is transferable to any other Municipal Institution.
12. He/She will be provided food on duty complimentary.
- 13. If he/she wish to resign before completion of contract period, 15 (fifteen) days 'Notice' in advance has to be given to undersigned. In case, if he/she fails to do so, the amount of said 15 days notice period is to be seized from his/her remuneration or any other mode.**
- 14. This Hospital of MCGM is established under Epidemic Act 1897 and staff working in this hospital must obey the orders/instructions issued by the undersigned time to time in this regard.**

**I hereby voluntarily accept all the  
Terms and conditions and thus  
Acknowledged this Office Order**

  
**(Dr. Rajesh Dere)**  
**Dean (BKC Jumbo Facility)**





## Yashaswi Academy for Skills



N.S.D.C.  
National  
Skill Development  
Corporation

Office : 7, Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune-411 055. Ph. (020) 3022 2114, 2025 5171, 6520 7151

Email : yashaswi@yashaswigroup.in

www.yashaswiskills.edu.in

NEEM Trainee Reg. No:

Date 27-01-2020

To,

Mr. Akash Sandeep Dande  
Kanadgaon Raghunath nagar Gangapur  
Aurangabad. 431110

SUB: NEEM Trainee Provisional Contract Letter

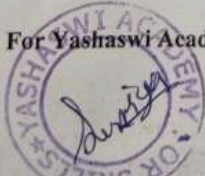
Dear Akash,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Perkins India Pvt. Ltd." subject to the following terms and conditions:

1. The maximum period of on the job training shall be for **36 months** from **28-01-2020** till **27-01-2023**.
2. You will be paid the consolidated stipend of **Rs. 15,000/-** per month.
3. Above mention stipend will be changed time to time according to minimum wages.
4. As NEEM Trainee undergoing training in an establishment you shall be a trainee and not worker as such the provision of any law with respect to a labourer or worker shall not apply to or in relation to you.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. NEEM agent can terminate the training contract with the NEEM Trainee on account of unlawful behavior on the part of NEEM Trainee or an account of repeated flouting of company/ industry policies or for continuous irregularity in attending to the scheduled training as notified for the NEEM training.
7. Either party can terminate the contract by notifying in writing to the other party by giving a notice thirty days in advance.

This letter of NEEM Trainee Contract is provisional. In due course of time you will receive the regular contract letter as a NEEM Trainee at your training site. Till such time this provisional NEEM Contract letter will be enforce.

For Yashaswi Academy for Skills



Authorized Signatory

Akash



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

**THE WORLD'S  
FAVOURITE  
INDIAN**

HR/DTEs 2020 Batch

03, Mar 2021  
2895723/Shreeyash Polytechnic-Satara Tanda/Mechanical

AKASH DEVIDAS RATHOD  
akashdevidasrathod@gmail.com  
Mobile No. 9588492197

Dear AKASH DEVIDAS RATHOD,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment as an Apprentice under the Apprentices Act, 1961 at our **Waluj Works** on the following terms and conditions:

1. You will be designated as **Diploma Trainee Engineer.**
2. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship under Apprentices Act, 1961 for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training. You will also be governed under the provisions of The Apprentices Act, 1961 especially under Rule 6 read with Schedule V and section 12 of the said Act.
3. During the period of training, you will be paid a consolidated stipend of **Rs. 11,500/-** per month.
4. This offer is subject to your obtaining a diploma from a Polytechnic/ Institute without failure in any term/ semester and your medical fitness to be certified by the Medical Officer of the Company.
5. If you are not found to match the information as mentioned during application, then the Company shall have the right to withdraw the offer.
6. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
7. During the period of Apprenticeship Training, the company reserves the right to terminate your training as provided under the Apprentices Act, 1961 without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.
8. As per Apprenticeship Act, a recovery of 3 months of stipend will be made in case the employer decides to terminate the contract. In case the trainee decides to terminate the contract the amount of recovery will be based on notification received from Board of Apprenticeship Training.
9. While you are undergoing training in the company you will be governed by the rules and regulations applicable to your category and will abide by the working hours.
10. The Company lays emphasis on all statutory compliance and you should ensure compliance with the various laws & statutes in your area of operations including prohibition of insider trading.
11. You will abide by whatever shift or duty hours that may be fixed in your case from time to time.
12. You will be allowed leave as per the Company's current regulations and as notified from time to time.
13. You will not, without the company's prior written permission, take up any outside work, profession, employment or assignment, whether part-time or on assignment basis, for remuneration or otherwise



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



14. As part of your training with the Company you may become aware of, or otherwise come in to the possession of, information relating to the Company's processes, products, data, plans and technology which is not public information and which the company regards as secret and confidential ("Confidential Information") and you shall not, during and after your training with the company, divulge Confidential Information outside of the Company in any manner whatsoever and within the Company; you may divulge Confidential Information only to those who have a need to know it in the best interest of the Company.
15. You will not use Confidential Information for the benefit of yourself or others outside the Company.
16. On completion of training, you will be relieved from service and there shall be no obligation whatsoever to offer you employment with the company.
17. You will join the duties within three days from the date of results or on a suitable date communicated by the Company, whichever is earliest. In case you fail to report on this date, this appointment letter shall be treated as cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by returning one copy of this letter duly signed by you, indicating your date of joining. We wish you a long and fruitful career with us.

Yours faithfully,

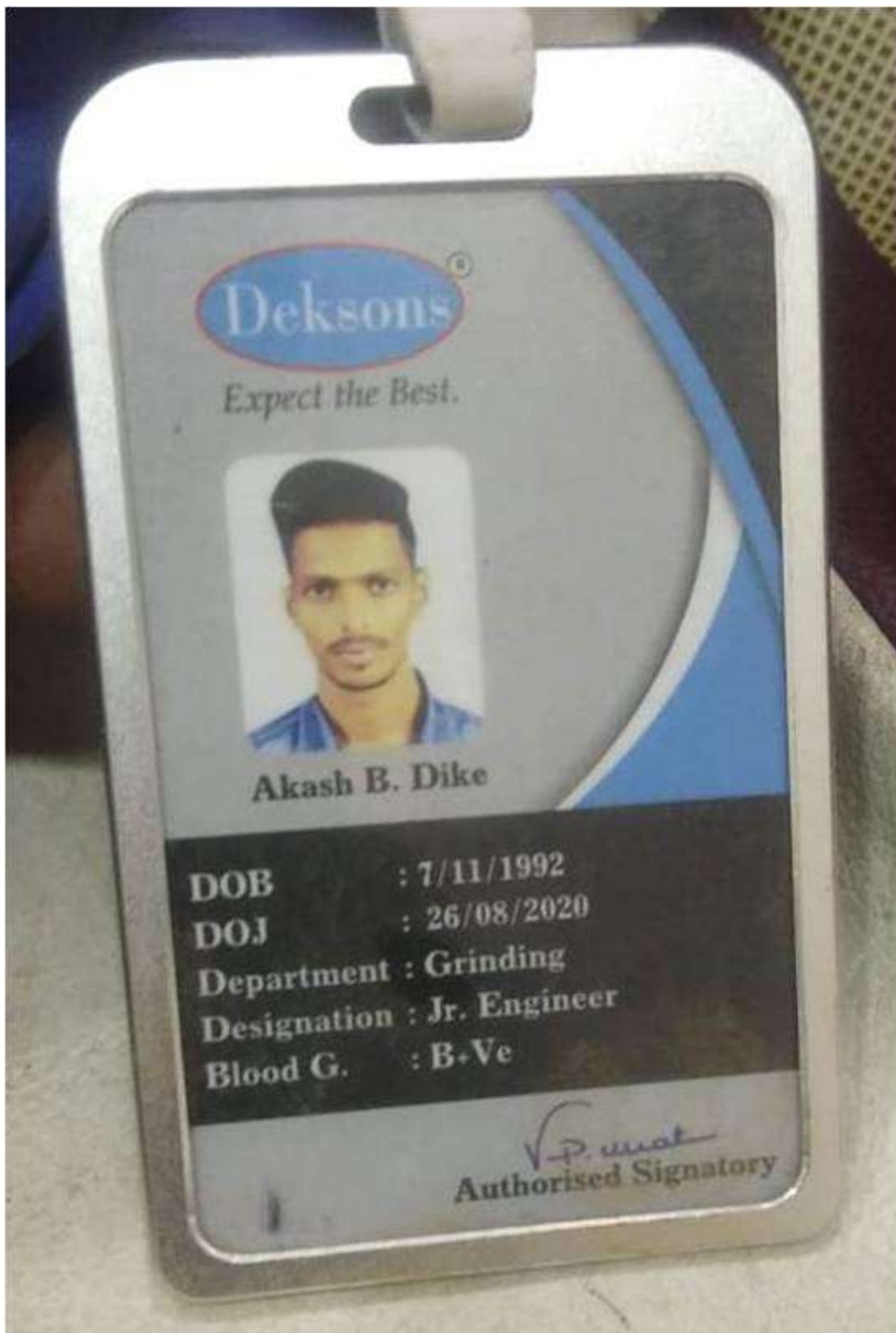
For Bajaj Auto limited,

Sabyasachi Ray  
Vice President - Human Resources

Encl: As above.

I, \_\_\_\_\_, hereby accept the terms and conditions set out in this Letter of Appointment and confirm that I will join services in \_\_\_\_\_ by \_\_\_\_\_ .

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





# SOM AUTOTECH PVT. LTD.

Gut No. 927 & 928, Sompuri Road, Village : Bidkin,  
Taluka : Paithan, Dist. : Aurangabad - 431 105, (M.S.) India  
Website : www.somautotech.com  
CIN No.- U36101MH2011PTC212138

Ref: SOM/HR/APP/01113

Date: 22 August 2018

Mr. Aksh Jaiswal,

Near Jinsi Police Station Road, Kaiser Colony, Aurangabad. 431001

**Subject: Appointment Letter.**

Dear Mr. Aksh,

Please refer to your application dated 20 August 2018 and subsequent interview, you had with us. We have the pleasure in appointing you as a/an **Engineer in Operations Department** at our **HPDC Division** at our Bidkin plant on the following terms and conditions.

1. You will be paid salary as follows : -

Particulars	Salary per Month
Basic	4520
DA	1937
HRA	2525
Conveyance	1263
Medical	631
Educational Allowance	253
Uniform Maintenance Allowance	631
Prof. Development Allowance	316
Communication Allowance	550
<b>Gross Salary</b>	<b>12625</b>
Employer's PF Contribution	775
Employer's ESIC Contribution	600
<b>Total CTC per Month</b>	<b>14000</b>
<b>Total CTC per Annum</b>	<b>168000</b>

2. You are appointed w.e.f. **21 August 2018** you will on probation for a period of **six months** at the end of which if your work and conduct are found satisfactory, you will be confirmed in our company services. Until such confirmation letter issued to you in writing you will be deemed to continue in you appointment on probationary basis.
3. During the probationary period your services are liable to be terminated without any notice and assigning any reason by the company. After Confirmation your services can be terminated by one month's notice on the either side. The management may terminate the services by paying one month's salary in lieu of the notice. If you fail to give the requisite notice in writing to the management, the company will have the right to make recoveries from your dues to the extent your notice falls short of the notice period.
4. Through you are appointed as a/ an Engineer , it will be the discretion of the Management to transfer you from one shift to other shift, from one work center to another work center and / or from one division / department to another department as per the exigencies of work. You may be transferred in any branch of our Company throughout India.

# DECCAN MANAGEMENT CONSULTANTS FINISHING SCHOOLS SKILL FOUNDATION

## Appointment Letter

Akshaykumar Marutrao Sangolkar  
NEEM Trainee,  
Bharat Forge Limited Baramati,  
(Through: Deccan Management Consultants Finishing School Skill Foundation)  
Baramati.

Subject: Appointment Letter.

Dear , Akshaykumar Marutrao Sangolkar,

We would like to confirm your appointment with Bharat Forge Limited Baramati, Through Deccan Management Consultants Finishing School Skill Foundation. As a NEEM Trainee. Your Training is subject to the terms and conditions listed below:

**Starting Date:** 07-08-2018

**Training Period:** Your Training period is 3 Years.

**Salary:** As per company Rule.

**Annual Leave:** You are entitled to 15 days of paid leave per year.

Congratulations on your appointment and welcome to Bharat Forge Limited Baramati,

Through Deccan Management Consultants Finishing School Skill Foundation. We look forward to years of fruitful cooperation and success. We wish you the best of luck for future.

**For NEEM FACILITATOR,**  
**Deccan Management Consultants Finishing School,**  
**Skill Foundation.**

**Accepted and Agreed**



**Authorized Signatory,**  
**Designation:** *Manager*  
**Date:** *24/9/2018*

**Signature** *Akshay*  
**Name:** *Sangolkar Akshay*  
**Date:** *24/09/2018*

# SHREE GANESH METAL WORKS

Manufacturers : Sheet Metal & Automobile Parts  
Off. & Works : E-91/3, M.I.D.C., Waluj, Aurangabad - 431 136.



Date: 26/12/2019

## OFFER LETTER

Dear Mr.Akshay Eshwarlal Gudhaniye,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you employment with our company as **Trainee Engineer**.

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

1. A relieving letter from your current employer.
2. Self attested copies of all educational certificates.
3. Self attested Photo copy of Driving License
4. Copies of all appointment letters of previous employments.
5. Recent passport size photographs (four copies).
6. Photo copy of Aadhar Card as an address proof.
7. Photo copy of PAN Card.
8. Photo copy of Passport (if available).
9. Copy of previous financial year Form No. 16.

As discussed you are expected to join on **27/12/2019**.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

Please note that this offer letter is valid only for one month.

We welcome you. We hope your association with us will be mutually beneficial and prospering.

Regards,

**Kalyani Vaidya,**  
Director-HR

  
**Krishna Mundhe,**  
Senior HR Executive



Ref No: 17519165

13-Mar-2019

Akshay Khandve



Dear **Akshay**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Associate - Projects** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 1250,000**. This includes an annual incentive target of **INR 50,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 37 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **13-Mar-2019**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),

Ardeshir R Dastur

**AVP – Talent Acquisition**

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

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Akshay Khandve

**Designation:** Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	35000	420,000
2	HRA*	15384	200,000
3	Conveyance Allowance*	1200	14,400
4	Medical Allowance*	2266	27,200
5	Company's contribution of PF #	4200	50,400
6	Advance Statutory Bonus***	3000	36,000
7	Special Allowance*	37666	452,000
	<b>Annual Gross Compensation</b>		<b>1200,000</b>
	Incentive Indication (per annum)**		50,000
	<b>Annual Total Compensation</b>		<b>1250,000</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		20,000
	<b>Annual Total Remuneration</b>		<b>1270,000</b>

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

## # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

## Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

## \* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

**#\* Advance Statutory Bonus** is in line with the provisions of the Payment of Bonus Act

## \*\* Incentive target:

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

## Note:

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

## Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 13-Mar-2019 between:

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

AND

Akshay Khandve, \_\_\_\_\_ (Age) ,residing at \_\_\_\_\_  
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

### **1. Duties and Responsibilities**

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

### **2. Place of Employment**

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

### **3. No Alternate Employment, No Conflict, Etc.**

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of

work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### **4. Confidentiality**

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### **5. Data Protection**

By signing below,

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



**Name: Amar Viresh Dhanshette,**

**Date:16/02/2021**

**Address: Baner, Pune, Maharashtra**

**Re: Offer cum Appointment Letter**

Dear Amar,

Congratulations!

We are pleased to inform you that you are hereby appointed as **Business Development Executive** in our organization from **19/02/2021** to be based at Baner, Pune as per terms and conditions discussed and agreed upon as under.

If you wish to accept employment with the Company, please convey your acceptance by acknowledging the offer on mail. The offer of employment contained in this Offer Cum Appointment Letter will expire if you have not accepted the same on or before 2 business days from the offer date.

### **1. Date of Commencement:**

-Your employment with PREPCA EDUSERV PVT.LTD. India will commence on **19/02/2021**.

### **2. Probation:**

-You shall be on probation for a **period of 3 months** ("Probation Period") from the Date of Joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluations, the Company may, at its sole discretion, either

- a. If your performance is found satisfactory, confirm your appointment; or
- b. If your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with PREPCA EDUSERV PVT.LTD. India with immediate effect and without any advance or prior notice and with no further liabilities to PREPCA EDUSERV PVT.LTD. India, except for payment of remuneration up to the date of termination of employment.

-During the probation period you shall not be entitled to any benefits as an employee of PrePCA EduserV Pvt. Ltd. with regard to paid leaves & other benefits that it announces from time to time. Also it will be at sole discretion of PrePCA whether to issue any letter of recommendation or experience.

**-10% of your Base Salary for first 3 months will be reserved as a Security Deposit for company assets (Mobile phone, Laptop, Headphones etc.) & paid to you once you complete your commitment & submit the stuff back to the organization.**

### **3. Duties:**

-You will be employed in the position of **Business Developer Executive**. Your manager will advise you about your job responsibilities after your joining. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the

time of joining or as amended from time to time, as well as such other tasks as may be required by PREPCA EDUSERV PVT.LTD. India.

-You will be required to comply with PREPCA EDUSERV PVT.LTD. India 's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in PREPCA EDUSERV PVT.LTD. India's policies and procedures, as communicated to you. PREPCA EDUSERV PVT.LTD. India reserves the right to change PREPCA EDUSERV PVT.LTD. India's policies and procedures from time to time at its sole discretion and you shall be bound by the same.

-You acknowledge that during the course of your employment, as the business of PREPCA EDUSERV PVT.LTD. India changes, it may be necessary to rotate you in other departments / units. PREPCA EDUSERV PVT.LTD. India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

-Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of PREPCA EDUSERV PVT.LTD. India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of PREPCA EDUSERV PVT.LTD. India or its affiliates.

#### **4. Place of Work**

Your initial place of work will be at PREPCA EDUSERV PVT.LTD. India's facility in Baner, Pune. Company has the right to transfer from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

#### **5. Commitment from Employee:**

PREPCA EDUSERV PVT LTD looks for long term association and hence you confirm your availability for **Minimum period of 1 YEAR** before Joining and it will be considered as **ABSCOND** in-case you breach this commitment for any reason whatsoever.

#### **6. Remuneration:**

-Your Monthly Base Pay will be **Rs.12,000/month+Incentive (Incentives & Bonuses up to 30k/month)** made payable for year arrears in accordance with PREPCA EDUSERV PVT.LTD.

**-Working 6 days in week**

**-Week off will be on Week day as per your team/Process.**

**-We don't deduct/pay any PF**

-Your Base Pay will be reviewed in accordance with internal performance review systems.

**-Ordinarily, the process of promotion occurs after 12 months of joining on the basis of performance and behavior towards the organization, seniors and other team members.**

-You are required to keep your remuneration strictly confidential from the other employees of the company.

## 6.1: Training Remuneration of 7 DAYS

- 1) PREPCA EDUSERV PVT LTD provides mandatory 7 working days of Training for all the Business Developers and **Remuneration for these 7 working days will be paid after successful completion of 45 days working.**
- 2) So your first payment cycle will start from 8<sup>th</sup> working day of joining.

## 6.2. Resignation

Resignation implies that an employee is voluntarily leaving the service of the company for personal or professional reasons. Should an employee wish to resign from his/her position, he/she has to intimate the same to the Manager via email only keeping the TL copied in the same. No other mode of resignation is acceptable. The employee has to serve a **Notice Period of 45 days** starting from the Date of Resignation.

## 7. Employee Data Protection

**7.1** You authorize PREPCA EDUSERV PVT.LTD. India to collect, process and transfer all personal employee-related information obtained by PREPCA EDUSERV PVT.LTD. India for the purpose of proactively managing the employment relationship.

**7.2** You further authorize the transfer to, and storage of, your personal information in the employee database currently located at Pune, India Office. (Or such other locations as PREPCA EDUSERV PVT.LTD. India determines from time to time). Human Resources and selected management throughout the

Prepca group worldwide will be authorized to access this database

## 8. Exclusivity of Services during your employment

You will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of PREPCA EDUSERV PVT.LTD. India at all times. You shall not, without the written consent of PREPCA EDUSERV PVT.LTD. India, be in any way directly or indirectly engaged or concerned in any other business or undertaking during the course of your employment.

## 9. Termination of Employment

**9.1** Your employment may be terminated immediately by giving a written notice (exclusive of any leaves availed during the said period) PREPCA EDUSERV PVT.LTD. India holds the right to accept or deny payment in lieu of the said one month notice.

**9.2** PREPCA EDUSERV PVT.LTD. India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance **ALONG WITH YOUR DEPOSIT/INCENTIVES** and experience letter, in the event you:

- i. Have been found guilty of any misconduct or indiscipline after due enquiry by PREPCA EDUSERV PVT.LTD. India;
- ii. Have violated or are in breach of any of the terms of this Offer cum Appointment Letter or PREPCA EDUSERV PVT.LTD. India's Policies and Procedures;
- iii. Have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to PREPCA EDUSERV PVT.LTD. India;
- iv. Have suppressed any information or submitted false information with the view to obtain employment in PREPCA EDUSERV PVT.LTD. India;



- v. Are convicted for any offence under any law for the time being in force in any jurisdiction;
- vi. Commit any act detrimental to the interest of PREPCA EDUSERV PVT.LTD. India;
- vii. Abstain from work for seven consecutive days without informing PREPCA EDUSERV PVT.LTD. India
- viii. Have not severed the responsibility for the committed tenure
- ix. Have not performed the responsibilities as per expectations.

**9.3** On the termination of your employment for any reason whatsoever, you will return to PREPCA EDUSERV PVT.LTD. India, without delay, all assets belonging to PREPCA EDUSERV PVT.LTD. India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to PREPCA EDUSERV PVT.LTD. India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At PREPCA EDUSERV PVT.LTD. India's option, you agree to provide a written certification of your compliance with this Section.

Further, you agree to sign a termination certificate in accordance with PREPCA EDUSERV PVT.LTD. India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of PREPCA EDUSERV PVT.LTD. India's property/properties and releasing PREPCA EDUSERV PVT.LTD. India from all claims, liabilities and obligations. Where Prepca has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Prepca.

## **10. New Hire Background Investigation**

**10.1** It is PREPCA EDUSERV PVT.LTD. India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by PREPCA EDUSERV PVT.LTD. India being successfully completed.

**10.2** You authorize PREPCA EDUSERV PVT.LTD. India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

**10.3** In case you are hired from campus and results for your examination are still awaited, your continued employment with PREPCA EDUSERV PVT.LTD. India will be subject to passing the said examination and completing the course, failing which Prepca reserves the right to take action including termination of your employment without notice.

## **11. Other Particulars**

**11.1** You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with PREPCA EDUSERV PVT.LTD. India or that restricts your ability to execute this Offer cum Appointment Letter

**11.2** You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

## **12. Waiver**

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver there of or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

## **13. Severability**

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

## **14. Assignment**

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall ensure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

## **15. Employer – Employee Relationship**

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

## **16. Liability for Breach**

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in PREPCA EDUSERV PVT.LTD. India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction.

Restraining order, or other equitable relief in favour of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

## **17. Authorization to Notify New Employer**

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

## **18. Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

## **19. Agreement/Modifications**

The terms described in this Offer cum Appointment Letter and PREPCA EDUSERV PVT.LTD. India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of PREPCA EDUSERV PVT.LTD. India.

## **20. Headings**

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

## **21. Survival**

Your obligations under all the sections shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

You undertake to be bound by any rules and regulations enforced by PREPCA EDUSERV PVT.LTD. from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

## **22. Proof of Resignation of Current Organization**

**Once you acknowledge this Offer from PREPCA EDUSERV PVT. LTD. You are entitled to submit the proof of resignation of your current organization within 48hrs or else the appointment will be cancelled.**

For and on behalf of Prepca Eduserv Private Limited

**AUTHORIZATION By**

Signed by: Mayank Agrawal

Date: 16/02/2021

Location: PUNE

**ACCEPTANCE**

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept PREPCA EDUSERV PVT.LTD offer of employment on the terms set out in this Offer cum Appointment Letter.

Thanking You.  
FOR PREPCA EDUSERV PVT.LTD.

ACCEPTED:

\_\_\_\_\_  
(Signature of Employee)



**HYOSUNG**

HYOSUNG T&D INDIA Pvt. Ltd.

Plot No. IP - 11, Khed City, Village Nimgaon, Khed Taluka,

Pune - 410505

Cin : U74140PN2015FTC167260

E-mail - hyosungindia@hyosung.com

1<sup>st</sup> March 2021

**Aniket Gaikwad,**  
Pune.

**Subject: Appointment Letter**

**Dear Mr. Aniket,**

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "**Junior Engineer - Design & Engineering Team**" effective from 1<sup>st</sup> March 2021 on the following terms and conditions:

1. This employment and its continuance will be subject to your being found medically (physically and mentally) fit by our Medical Officer and your remaining so during your service. For this, you may be required to appear from time to time before a Medical Officer authorized by the company for your medical examination.
2. Initially, you will be on probation for a period of six months from the date of your joining our services. This can be further extended at the sole discretion of the company. On the completion of probation period, company will review your performance before issuing a confirmation letter to you and only after that you will be deemed to have been confirmed.
  - 2.1 During the probationary period your services are terminable by one month's notice on either side. After your confirmation, your appointment is terminable by three months' notice or salary in lieu thereof on either side. However, relieving from the Company, will take place after the Company is satisfied that proper handing over of papers, documents, information assets, etc. has taken place.
  - 2.2 However, either during the period of your probation or after your confirmation, in case of breach of the disciplinary rules of the company or misconduct or refusal or willful neglect to perform to the satisfaction of the company, your services are terminable with immediate effect. In such an event, it would not be necessary for the company to give you any such notice or compensation whatsoever.
3. Your current place of work will be at HYSOUNG T & D INDIA PVT. LTD., IP-11, Khed City, Village Nimgaon, Tal - Khed, Pune, Maharashtra - 410505, India. You will be subject to transfer anywhere in India or abroad at the discretion of the company, depending upon the exigencies of business. On such transfer, you will be governed by the perquisites, allowances, rules and regulations and such other conditions of employment as applicable at the place of transfer.
  - 3.1 Your appointment is terminable by Three months' notice or salary in lieu thereof on either side. However, relieving from the Company, will take place after the Company is satisfied that proper handing over of papers, documents, information assets, etc. has taken place.



# HYOSUNG

HYOSUNG T&D INDIA Pvt. Ltd.  
Plot No. IP - 11, Khed City, Village Nimgaon, Khed Taluka,  
Pune - 410505  
Cin : U74140PN2015FTC167260  
E-mail : hyosungindia@hyosung.com

- 3.2 Your duties may be varied from time to time and are liable to departmental and/or shift work transfers at the discretion of the company. However, you will be required to put in minimum specified hours of work per week in accordance with the work timings as notified by the company.
- 3.3 You shall work with integrity and in conformity of the instructions as decided and given by the management from time to time. You shall diligently and faithfully carry out instructions given by your superiors in connection with the work assigned to you.
4. As agreed your compensation in INR will be as under.
- |                      |   |                                             |
|----------------------|---|---------------------------------------------|
| Basic                | : | Rs. 9,333/- per month                       |
| HRA                  | : | Rs. 3,733/- per month (40% of Basic Salary) |
| Conveyance Allowance | : | Rs. 1,600 /- per month                      |
| Medical Allowance    | : | Rs. 1,250 /- per month                      |
| Education Allowance  | : | Rs. 200 /- per month                        |
| Other Allowance      | : | Rs. 4,190/- per month                       |
- 4.1 You will be eligible for Leave Travel Allowance up to a maximum of Rs. 9,333/- per annum, as per company rule.
- 4.2 You will be eligible for statutory Provident Fund and Gratuity as applicable.
- 4.3 Your CTC pa in INR is Rs. 2,80,000/- (Cost to Company)
- 4.4 If you remain absent without sanctioned leave for a period of the 7 consecutive days (including intervening weekly off and holidays), you will be deemed to have left the employment without due notice. This includes overstaying on leave also. Further in such case point 2.1 above will be applicable and in this regard management will take decision at its own Discretion.
- 4.5 In case, notice pay (salary in lieu of notice) is payable by either party under point 2.1 above, the notice pay shall mean the basic salary only and does not include the cash equivalent of any perquisites.
5. In case, during the continuance of your employment you are incapacitated by reasons of illness or accident or any other cause, whether within or beyond your control from attending your duties for a period of three consecutive months or for periods amounting in aggregate to three months in any one year (not necessarily calendar year), the company may at its discretion terminate this employment without any period of notice or any payment in lieu of notice.
6. Your continuation in employment will be subject to satisfactory antecedent's verification. If at any time, any declaration given or in the forms filled up is found suppressed/omitted, this employment shall be liable to be annulled at the discretion of the management.



# HYOSUNG

HYOSUNG T&D INDIA Pvt. Ltd.  
Plot No. IP - 11, Khed City, Village Nimgaon, Khed Taluka,  
Pune - 410505  
Cin : U74140PN2015FTC167260  
E-mail : hyosungindia@hyosung.com

7. Whenever there is any change in your permanent/local residential address for any reason, you shall inform the change to the management in writing immediately, otherwise the communication sent to you on the latest address available in company's records shall be deemed to have been served on you. Also, any change in your personal bio-data from time to time may be communicated to the HR department.
8. You will not directly or indirectly, full in time or part time and either solely or jointly be engaged in any service or other business or profession during the course of your employment without written sanction from the company. You will also not undertake any course of study without prior consent of the Management in writing.
9. In course of employment with the company, by virtue of the position held by you, you may acquire knowledge regarding the company's affairs like manufacturing process, technical know-how, security arrangement, administration, confidential matters relating to products and/or organizational matters etc. such information, however, obtained by you shall not be disclosed or allowed to be disclosed to other parties directly or indirectly, without the express authorization of an officer of the company.
  - 9.1 All improvements, inventions, discoveries and developments, whether or not patentable, made or conceived by you, either solely or in collaboration with others, during the period of your employment with the company, shall be communicated to the company and shall become and remain the sole and exclusive property of the company.
  - 9.2 You shall not without the prior permission of the Company publish or give out in any scientific, administrative, accounting, literary, artistic or general journals, newspapers or through any other channels/media (like radio and T.V. interview) any information pertaining to the company's existing or future business during the period of your employment with the company or thereafter.
  - 9.3 Upon termination of your service for any reason, you will return to the company all the property and records of the company in your possession and you will not attempt to make or retain copies by any means whatsoever or any data, information, know-how or records of the company.
10. You may be required to undertake travel on company's business as and when necessary. In the case of such travel on company's business, deputation or travel in connection with transfer, you will be entitled to actual business expenses as may be applicable at that time.
11. Your compensation will be reviewed normally once a year as per Company Policy, which will generally be in the month of March every year and is applicable only to the confirmed employees. Any revision in your compensation will be subject to and on the basis of effective performance and results during the relevant period and other pre-determined criteria.
12. On joining the services of the Company, you will be eligible for Casual Leave and Sick Leave which will be credited to your Leave account effective from your date of joining. This will be calculated on pro-rata basis.



**HYOSUNG**

HYOSUNG T&D INDIA Pvt. Ltd.

Plot No. IP - 11, Khed City, Village Nimgaon, Khed Taluka,


Pune - 410505

Cin : U74140PN2015FTC167260

E-mail : hyosungindia@hyosung.com

13. You will be retired from services on reaching the age of 60 years unless your services are terminated earlier on account of your being found medically unfit. For this purpose, your date of birth certificate with the company will be treated as final, unless otherwise proved
14. You will be bound by all rules, regulations and orders promulgated by the company from time to time in relation to conduct, discipline, medical, retirement and any other matters as though these rules, regulations and orders were a part of this letter of offer/employment.
15. Any causes of action for the dispute arising out of the Employment Contract between the Company and Employee shall lie in the court of Pune city only.

For HYOSUNG T&D INDIA Pvt. Ltd



**HO YEOL KIM,**  
**General Manager - General Management & Finance**

**Acceptance:**

I hereby understand and accept the employment on the terms and conditions mentioned in this appointment letter.

I declare that I have never been convicted in any Court of Law.

I further declare and agree that in the event of any declaration given by me in the application form or any other document is found to be false, then my services may be terminated forthwith without any compensation.

Date: .....

\_\_\_\_\_  
Signature of Applicant





Ref: LMPWPL/HR/OL/JAN/2021

January 14, 2021

**Mr. ARUN VISHNU AHERKAR,  
A/P Limb Ganesh Tq. & Dist. Beed- 431122.**

**SUB: OFFER LETTER**

Dear Mr. ARUN,

This has reference to your application and discussion you had with us for your services in our organization. We are pleased to offer you an appointment as **ENGINEER- 2W- PRODUCTION** at **Laxmi Rikshaw Body Pvt. Ltd., M109, MIDC Waluj, Aurangabad**. As per the terms and conditions mutually agreed upon.

You are required to join us on or before **February 15, 2021** failing which this offer will stand cancelled. Formal letter of appointment as per the agreed terms and conditions will be issued to you upon your joining and completing all joining formalities.

Kindly bring original document and photocopies of the following documents for record purpose at the time of joining.

1. Educational Qualifications
2. Experience Certificates
3. PAN Card
4. Address Proof
5. 4 Photographs
6. Aadhar Card
7. Previous company salary slip-Last 3 Month
8. Salary Account Bank Statement -Last 3 Month
9. Medical health check-up report & Fitness certificate from authorised Govt. Officer.

As per mention the list of documents you are required to submit at the time of joining. In case you require any information or clarification, please feel free to contact Mr. Raju Bhagyawant, Divisional Manager, HR, mobile no.08600035817 or via e-mail id [rbhagyawant@luminaz.in](mailto:rbhagyawant@luminaz.in) or the undersigned.

Please sign and return the duplicate copy of this letter as token of your having received the original and understood the contents.

Looking forward for a long memorable association.

Thanking you

Yours truly,

For **LAXMI RIKSHAW BODY PVT LTD.**

**(AUTHORISED SIGNATORY)**



सत्यमेव जयते

INDIA NON JUDICIAL  
Government of Uttar Pradesh

e-Stamp

Certificate No. : IN-UP91779024611107T  
Certificate Issued Date : 24-Jun-2021 11:11 AM  
Account Reference : NEWIMPACC (SV)/ up14075304/ GHAZIABAD SADAR/ UP-GZB  
Unique Doc. Reference : SUBIN-UPUP1407530471473185245841T  
Purchased by : CCENTRIC LEARNING EDGE PVT LTD  
Description of Document : Article 5 Agreement or Memorandum of an agreement  
Property Description : Not Applicable  
Consideration Price (Rs.) :  
First Party : CCENTRIC LEARNING EDGE PVT LTD  
Second Party : SURWASE SAHADEV PREMNATH  
Stamp Duty Paid By : CCENTRIC LEARNING EDGE PVT LTD  
Stamp Duty Amount(Rs.) : 50  
(Fifty only)



-----Please write or type below this line-----  
**TRAINING AND SERVICE AGREEMENT**

THIS AGREEMENT made at Ghaziabad on 24<sup>th</sup> June 2021

The agreement is signed on Non Judiciary Stamp Paper of value Rs. 50/- (Rupees Fifty Only)

For Ccentric Learning Edge Pvt. Ltd.

1 | Page

Director

**Statutory Alert:**

1. The authenticity of this Stamp certificate should be verified at [www.shcilestamp.com](http://www.shcilestamp.com) or using e-Stamp Mobile App of Stock Holding. Any discrepancy in the details on this Certificate and as available on the website / Mobile App renders it invalid.
2. The onus of checking the legitimacy is on the users of the certificate.
3. In case of any discrepancy please inform the Competent Authority.



Date: 1<sup>st</sup> April 2019

**Subject: Increment for FY – 2019-20.**

Mr. SAHIL SHANTILAL PALIWAL  
Emp. Code: GDC 382  
Plant: GDC

Dear,

Sahil

We are pleased to inform you that based on your performance during the last appraisal period 2018-19, you have been rated as "EXCELLENT" & the company has decided to offer you an increment of Rs.50331/- per annum w.e.f. 1<sup>st</sup> April 2019. With this increment your revised CTC becomes Rs.244728/- per annum.

The revised salary structure is enclosed herewith as annexure 'A'.

As you are aware that now we have become part of a reputed MNC and to meet with their expectations special efforts are to be put in by you & your team for enhancing efficiency yield & reduction of wastage from exiting level on one hand & improve continuously the quality of our products & services on the other hand.

We value your efforts & commitment towards company goals and are very confident that you will put in your best efforts in discharging your duties and responsibilities even more efficiently and in the best of interest of the organization.

All other terms & conditions of your appointment letter remain unchanged.

Yours Sincerely,

For AURANGABAD ELECTRICALS LTD.

Soumen Majumdar

**Soumen Majumdar**  
Associate Vice-President – Corporate HR & Buz Excellence

01 May, 2019

Mr. Shyamsundar Kugane,  
Adgaon Palam,  
Parbhani - 431720,  
Maharashtra.

**Subject: Appointment Letter.**

Dear Mr. Kugane,

With reference to our Offer Letter mailed to you on **26 March, 2019** offering you employment, we have pleasure in appointing you in our Company as **Executive (Grade-1A) – Vehicle Inspection Shop** at Hansalpur Site, Gujarat.

You will be responsible for carrying out the Role & Responsibility of your position, and any other Responsibility which may be additionally assigned to you by the Company.

This appointment is effective from **01 May, 2019** that is the date on which you have joined the Company.


You shall be reporting to **Mr. Balaji Kadam** in **Vehicle Inspection Shop**.

Your Compensation package will be as per the enclosed Annexure - II. You will be governed by our Company's rules and regulations as applicable, enforced, amended or altered from time to time during the course of your employment. If any of the terms and conditions set forth in such rules and regulations is contrary to the terms and conditions set forth in this letter including Annexure I and II, the terms and conditions set forth in such rules and regulations shall prevail.

Please return the duplicate copy of letter (with Annexure – I & II) duly signed, signifying your acceptance of the Appointment with the Company.

We welcome you to the Suzuki Family and wish you a Rewarding and Successful career.

**For Suzuki Motor Gujarat Private Limited**

  
**Shigenobu Takahashi**  
Head – Human Resources



an exclusive range of slitting rewinding machines  
**SP ULTRAFLEX**  
SYSTEMS (P) LIMITED

203, Retibunder Road, Ghodbunder Village, P.O. Mira Road, Thane - 401104, India  
☎: +91 (0) 22 28454410 / 7096 ☎: +91 (0) 22 2845 5411

Ref: SP/HR/2020/066

Date: 05/10/2020

**Mr. Shubham Chakkarwar**  
Conwood Enclave, 75,  
Pokharan Road No - 2,  
Vasant Vihar,  
Thane - 400610.

### Appointment Letter

Dear Mr. Shubham Chakkarwar,

With reference to your application & subsequent interview with us, we are pleased to appoint you as Junior Engineer - QC based at our Mira Road Factory w.e.f 05/10/2020, you will be reporting to Mr. Amey Gugale (QC Engineer).

The other terms & conditions of your appointment will be as indicated in the Annexure I attached hereto.

- Inspection of Incoming machining parts from vendor
- Inspection of fabricated and machining parts at vender plant
- Reporting status of fabricated and machining parts to the Manager
- Inspection of In-house fabricated parts
- Preparation of inspection reports
- Documentation/Reports and MIS
- Inspection of assembly stage inspection and final inspection of machine
- Documentation of stage and final inspection of the machine
- Calibration of instruments
- Raw material inspection and testing

#### Compensation

Your annual total employment Cost to Company would be Rs.3,01,000/- (In words Rs. Three Lakh One Thousand only) the details of which is been given in the Annexure II attached below.

#### Confidentiality

You will be required to maintain utmost secrecy in respect of project documents, commercial offer, design documents, project cost & estimation, Technology, software packages license, Company's policies, Company's patterns & Trade Mark etc.

#### Non conflict of interest and No external employment

You will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission from the Company.



creora  
It's in our every fiber

**HYOSUNG** India Pvt. Ltd.



**Tukaram Sugriv Mehatre**

Production

**Employee Code: HIPLA1052**

**Blood Group : B +**

**Date of Joining : 26/12/2018**

**Emergency No. : 8600155454**

**Issuing Authority**

**POCO**

SHOT ON POCO M2 PRO



महाराष्ट्र शासन

औद्योगिक प्रशिक्षण संस्था, जाफ्राबाद जि.जालना  
दुरध्वनी:- ०२४८५-२२२४९४-Email a-ID itijafra@yahoo.com

जा.क्र./औप्रसं/जाफ्रा/आस्था/२०१८/२७८  
दिनांक-२७/०६/२०१८

प्रति,  
श्री.विपुल तेजराव झोटे(शि.नि),  
आदर्श नगर, जाफ्राबाद,  
जि.जालना.



विषय:- दिनांक १९/०६/२०१८ पासून तासिका तत्वावर नियुक्ती करणे बाबत.  
संदर्भ :-१) दैनिक लोकप्रश्न मधील जाहिरात दिनांक १२/०६/२०१८

उपरोक्त विषयी संदर्भीय जाहिरातीच्या अनुषंगाने आपणास कळविण्यात येते की, दिनांक १९/०६/२०१८ रोजी औद्योगिक प्रशिक्षण संस्था, जाफ्राबाद येथे संधाता व्यवसायाकरीता तासिका तत्वावर शिल्प निदेशकाची नेमणूक करण्याकरीता चाळणी परिक्षा व मुलाखत आयोजित करण्यात आली होती.

सदर पदावर आपली दिनांक १९/०६/२०१८ पासून पुढील ११ महिण्यांकरीता (दि.१८/०५/२०१९ पर्यंत) तासिका तत्वावर नेमणूक करण्यात आलेली असून रु.१०० च्या बाँडवर हमी पत्र सादर करण्यात यावे.  
सदर नेमणूक हि अत्यंत तात्पुरत्या स्वरुपाची असून शासन निर्णय क्र. आयटीआय.२०१०/प्र.क्र./व्यशि-०३, दिनांक २६/०७/२०१० मध्ये नमूद करण्यात आलेल्या अटीच्या अधीन राहून करण्यात आलेली आहे. सेवा समाप्ती नंतर सदर पदावर आपला कोणताही हक्क राहणार नाही. तसेच या पदावर सदर ११ महिण्याच्या कालावधीत कायमस्वरुपी शिल्प निदेशकाची नेमणूक वरिष्ठ कार्यालयामार्फत झाल्यास आपली नियुक्ती नियमानुसार रद्द करण्यात येईल.

(डि.एस.दामोदर)

प्राचार्य

औद्योगिक प्रशिक्षण संस्था, जाफ्राबाद,

जा.क्र./औप्रसं/जाफ्रा/आस्था/२०१८/२७८  
Jafrabad Dist. Jalna



**PARASON**

To,

Date: 01-03-2021

**Mr. Vitthal Vasantrao Joshi**  
Shikshak Colony Near Hanuman Mandir,  
VTC, Pathri Po. Pathri Dist Parbhani  
Parbhani Maharashtra - 431506

**Sub** :- Letter of Appointment as a **Executive**

**Ref** :- Your application dated 22-03-2021 and subsequent interview  
Dated 22-03-2021

Dear Mr. Vitthal

In light of your application dated 22-03-2021 for the post of the "Executive" and the subsequent interview dated 22-03-2021 with us, the management is pleased to appoint you as **Executive** in our organisation situated at **Corporate Office, 4th Floor, Golden Dreams IT Park, E-26, 27, Chikalthana MIDC, Near Millennium Park, Aurangabad.** Under the following terms and conditions.

- (1) You will be in E2 management grade. You will be employed as "Executive" but your function and duties may be altered at the discretion of management. You will be employed as confirmed employee.
- (2) During your employment, you may be liable to be transferred or deputed or deployed to any of the offices, divisions, department /units or to any other town/city anywhere in India or abroad, without any change in the terms and conditions of your employment either existing or to be set up in future. You will be entitled to the allowances/expenses as per the relocation policy framed by the management.
- (3) During your employment, the terms of employment will be governed by the policies and rules framed from time to time covering Provident Fund, ESI, Gratuity, Travel Allowance, Dearness Allowance (T.A.D.A.) discipline, conduct or any other matter pertaining to company's policies and affairs in force from time to time.
- (4) You shall not divulge, communicate or pass any information related to any aspect of the Company more particularly the details of manufacturing process, technical know-how, administrative matters, security matters or any such matter which the management finds to be confidential, to any one not employed by the company in any form, failing which you shall render yourself, liable for termination with immediate effect that too with a right to recover liquidated damages from you.
- (5) You will faithfully carry out all lawful orders and directions given by the Managing Director /Directors of a company/partners/your superiors and work to promote the interest of the organization.
- (6) You are Subject to the rules and regulations of the company as to leave, absence, conduct and discipline during the tenure of your employment.
- (7) You shall not take up any employment, part time or fulltime with any other company, firm, individual and competitor or indulge in any profitable business

**PARASON MACHINERY (INDIA) PVT. LTD.**

CIN: U29290MH1991PTC060587

Corporate Office: Golden Dreams IT Park, 4th Floor, E-27, Chikalthana MIDC, Aurangabad, (MH) India - 431006,  
Tel: +91-240-66 44 444, +91-240-2339234/35/36/37

Web: [www.parason.com](http://www.parason.com) | Email: [info@parason.com](mailto:info@parason.com)





**Abhijeet Somnath Pagar**  
**Sr. Project Engineer**

**DOB : 13-02-1996**

---

Phone : +91 9552588942 / 44, 8530112999, 8530912999  
Address : 10 Platinum Classic, Opposite NEI Bus Stop,  
Chandan Nagar, Nagar Road, Pune - 411014  
E-mail : admin@supreet.co.in

Note: If found please return to above address

[www.supreet.co.in](http://www.supreet.co.in)



**Date: 9<sup>th</sup> June 2021**

To,  
Mr. Bhagwat Babasaheb Magar  
**Mobile:** 9823896394  
**Email ID:** bhagwatmagar4612@gmail.com  
**Ref:** Interview held on 8<sup>th</sup> June 2021

Dear Mr. Bhagwat Babasaheb Magar,

### **OFFER LETTER**

It is our pleasure to extend the following offer of employment to you on behalf of 8848 Digital LLP, further to the interview and discussions you have had with us on **9<sup>th</sup> June 2021**. You are expected to join duty on or before **21<sup>st</sup> June 2021**.

You shall be appointed to the position of **Software Tester** and in this capacity, you will report directly to concerned HR representative on the date of joining. As a Software Tester, your starting monthly remuneration will be Rs. 37,500/- (Rupees Thirty Seven Thousand Five Hundred only). The details of your remuneration are mentioned in the Annexure A.

You will be on probation for duration of three Months. Post probation you shall be confirmed on the basis of your performance and deliverables.

We reserve the rights to terminate the offer within 7 days during probation and a notice of 15 days after confirmation in case of dissatisfactory performance. On application for resignation a notice period of 60 days will have to be served, failure to which 8848 Digital LLP reserves the right to deduct payments up to 60 days.

Your working hours start from 10.30 AM to 7.30 PM with one hour break a day and you are scheduled to work through Monday to Saturday, for 9 hours a day.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. You shall receive your payments on or before the 12<sup>th</sup> of every month.



## Yashaswi Academy for Skills



N.S.D.C.  
National  
Skill Development  
Corporation

Office : 7, Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune-411 055. Ph.(020)3022 2114, 2025 5171, 6520 7151

Email : yashaswi@yashaswigroup.in

www.yashaswiskills.edu.in

NEEM Trainee Reg. No:

Date 02-01-2021

To,

Mr. Sham Ramesh Kadam  
Govardhan Hiwara, Manjilegaon,  
Beed-431128

**SUB: NEEM Trainee Provisional Contract Letter**

**Dear Sham ,**

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Perkins India Pvt. Ltd." subject to the following terms and conditions:

1. The maximum period of on the job training shall be for 36 months from 04-01-2021 till 03-01-2024.
2. You will be paid the consolidated stipend of Rs. 15,000/- per month.
3. Above mention stipend will be changed time to time according to minimum wages.
4. As NEEM Trainee undergoing training in an establishment you shall be a trainee and not worker as such the provision of any law with respect to a labourer or worker shall not apply to or in relation to you.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. NEEM agent can terminate the training contract with the NEEM Trainee on account of unlawful behavior on the part of NEEM Trainee or an account of repeated flouting of company/ industry policies or for continuous irregularity in attending to the scheduled training as notified for the NEEM training.
7. Either party can terminate the contract by notifying in writing to the other party by giving a notice thirty days in advance.

This letter of NEEM Trainee Contract is provisional. In due course of time you will receive the regular contract letter as a NEEM Trainee at your training site. Till such time this provisional NEEM Contract letter will be enforce.

For Yashaswi Academy for Skills



Authorised Signatory

*Sham*  
Received



**SHRI SEVA  
COMPUTERS**

Your Placement Partner

Govt. Third Party Aggregator (TPA)

**PARAM**  
The Ultimate



N.S.D.C.  
National  
Skill Development  
Corporation

Transforming the skill landscape



**NAPS**  
On the job training

■ Shri Seva Computers

■ Param Skill Training India Pvt. Ltd

■ Param Job Solutions Pvt. Ltd

## Joining Letter

Subject :- Interview/ Joining letter for the post of Apprenticeship Trainee .

Dear Candidate,

Congratutations !!!

You have been selected for the post of Apprentice Trainee in the organization.....

**Endurance Technology Pvt Ltd, Aurangabad**

You are requested to attend interview on given time period as informed in the past communication and complete your all formality of joining .

Candidate Details ,

Name :- **Adinath Dashrath kshirsagar**

Qualification : **B.Tech. (Mechanical)**

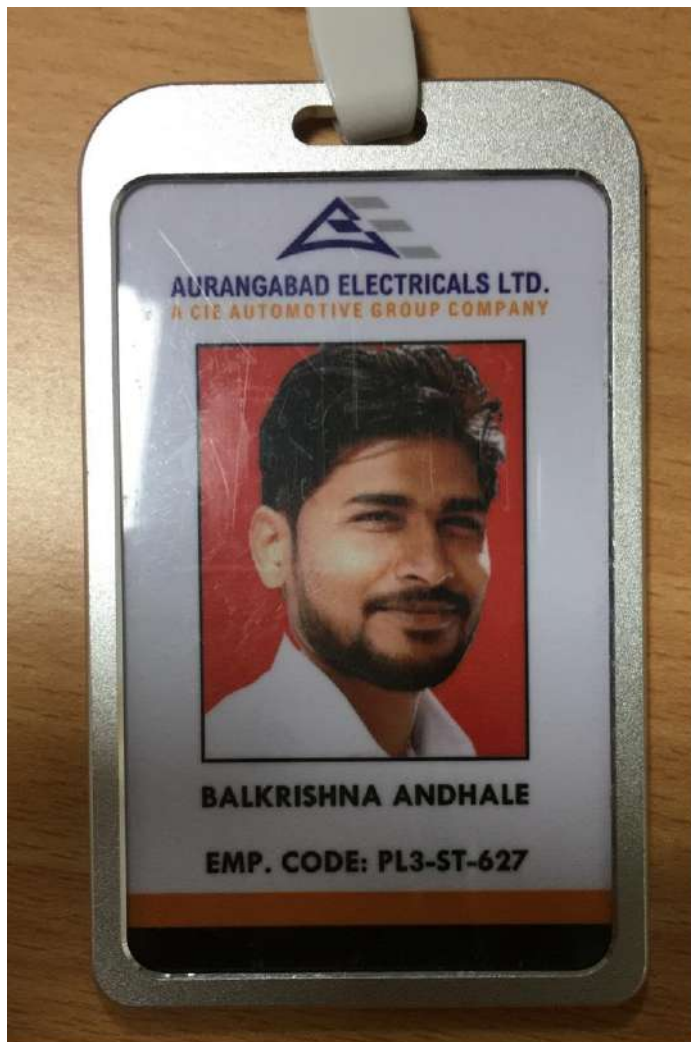
Joining date :- **05/05/2021**

We wish you a Good Luck for Apprentice Trainee !!!

Best Regards,

Shri seva Computers

Head Office : U-20, Amrut Sai Plaza, Skill Mill Colony, Behind Railway Station, Aurangabad (MS) - 431001  
■ shriseva.tpa1@gmail.com / param.tpa1@gmail.com | ● www.paramgroup.org



**APPOINTMENT LETTER**

REF : Sodexo/25004131/2019/231452

Date :10-Jun-2019

Dear Jagdish Gopinath Barde ,  
Emp Code : S0030818



We are engaged in the business of providing man power for rendering certain maintenance, cleaning, catering & housekeeping service contracts awarded to **Sodexo Technical Services India Pvt. Ltd.** we have a temporary vacancy of The continuation of this vacancy is uncertain, depending upon the status & duration of various contracts received by us from time to time.

Pursuant to your application for appointment with us, we are pleased to inform you that you have been selected for the appointment of the post of **Engineer** and your initial place of posting will be at **BAJAJ AUTO LIMITED - AURANGABAD** Under **Sodexo Technical Services India Pvt. Ltd.** to our clients in their premises on the following terms and conditions:

1. This appointment with **Sodexo Technical Services India Pvt. Ltd.** , will commence / has commenced on 10-Jun-2019 & shall continue up to 09-Jun-2020. Your appointment shall automatically come to an end at the close of working hours on 09-Jun-2020. When this contract of fixed term employment shall stand terminated by efflux of time



Yashaswi Academy for Skills



N.S.D.C.  
National  
Skill Development  
Corporation

Office : 7, Amit Court, CTS No. 95A, Behind Mangla Theatre, Shivaji Nagar, Pune-411 055 Ph.(020)3022 2114, 3025 5171, 6520 7151

Email: [yashaswi@yashaswi.org.in](mailto:yashaswi@yashaswi.org.in)

[www.yashaswiskills.edu.in](http://www.yashaswiskills.edu.in)

NEEM Trainee Reg. No:

Date 07-01-2021

To,  
Mr. Manoj Krushna Phalke  
Talegaon Bhokardan ,  
Jalna -431134

**SUB: NEEM Trainee Provisional Contract Letter**

Dear Manoj ,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Perkins India Pvt. Ltd." subject to the following terms and conditions:

1. The maximum period of on the job training shall be for **36 months** from **11-01-2021** till **10-01-2024**.
2. You will be paid the consolidated stipend of **Rs. 15,000/-** per month.
3. Above mention stipend will be changed time to time according to minimum wages.
4. As NEEM Trainee undergoing training in an establishment you shall be a trainee and not worker as such the provision of any law with respect to a labourer or worker shall not apply to or in relation to you.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. NEEM agent can terminate the training contract with the NEEM Trainee on account of unlawful behavior on the part of NEEM Trainee or an account of repeated flouting of company/ industry policies or for continuous irregularity in attending to the scheduled training as notified for the NEEM training.
7. Either party can terminate the contract by notifying in writing to the other party by giving a notice thirty days in advance.

This letter of NEEM Trainee Contract is provisional. In due course of time you will receive the regular contract letter as a NEEM Trainee at your training site. Till such time this provisional NEEM Contract letter will be enforce.

For Yashaswi Academy for Skills



**Fwd: Interview Result at BYJU's**

1 message

Hemant Gandhi <gandhi.hem01@gmail.com>  
To: "Placement Cell, SYCET" <tpo@sycet.org>

Mon, Dec 16, 2019 at 2:14 PM

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

From: **Lovendra Tiwari** <lovendra.tiwari+14208@byjus.com>  
Date: Sat, Dec 14, 2019, 8:07 PM  
Subject: Interview Result at BYJU's  
To: <gandhi.hem01@gmail.com>



Dear Hemant Ashok Gandhi,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

**Please reply to this mail to acknowledge and confirm your offer.**

**Joining Details:**

**Date of Joining:** 12/19/2019

**Joining Location:** Pune: 4th floor, Pentagon 5, Magarpatta City Township Hadapsar, Pune - 411028

**Role Location:** Nashik

**Fixed CTC during training (not inclusive of incentives):** INR 300000

**CTC post successful completion of Training:** INR 10,00,000 (7 LPA fixed + 3 LPA variable)

**Details of Business Development Trainee Program:** You will be under going Byju's Sales Training for a duration of 3 months. The first 4 weeks of this training will be held at your joining location. Thereafter, the remaining 8 weeks will be On-the-Job training at your role location. You will rigorously be monitored on your input and output parameters during your training program. Your incentives will be applicable from the start of your training.

Only on successful completion of training based upon clearing company's expected parameters will you be converted to the position of Business Development Associate (BDA) with Byjus Learning App at a 10 LPA (7+3) package.

**Further details:**

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.
3. Company will provide accommodation while you are working or training outside of your work/role location.
4. Your training performance will be thoroughly evaluated during your first 12 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory.



**About Byju's:**

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

**Registration Details:** As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

**Registration Link:** [Please click here to register.](#)

Regards,

Team BYJU'S



 <p><b>ET 40 Under Forty</b> India's Hottest Business Leaders Award (2016)</p>	 <p><b>Vocirele Awards</b> Education Company Of The Year 2016</p>	 <p>Winner of Super Brands SuperStartUps 2017</p>	 <p>Winner of Deloitte Technology Fast 50 India and Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)</p>	 <p>ET Now Education Excellence Award (2013)</p>	
 <p>Winner of Established Education App of the Year (2017)</p>	 <p>Winner of Google Play's "Best Self Improvement" app in India 2016</p>	 <p>Winner of ASSOCHAM SMEs Excellence Award for Start-up of the Year 2016</p>	 <p>Winner of CNBC TV18 Young Turks of the year award</p>	 <p>GMA Summit Award 2016</p>	 <p>Reimagine Education Award 2016 Overall Ed Tech winner Gold Award for Best Educational App</p>