



Prof. M. N. Navale
M.E. (Elect.) MIE, MBA
Founder President

Dr. (Mrs.) Sunanda M. Navale
B.A., M.P.M., Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director

5.2.1 Placement details of students 2019-20

Sr. no	Name of student who has been placed	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Page No.
1	AJMIRE MAYURI RAJIV	ICICSecuritieslimited.	3.5 LPA	1-3
2	AMALE CHETAN SANJAY	Bajaj Finserv	3.15 LPA	4-9
3	AMBULKAR KOMAL VASANT	ParentPay GroupIndia	4 LPA	10
4	ARGHODE SHRUTI SURYAKANT	A. B International Pvt. Ltd	5.6 LPA	11
5	ATHALYE PARAG MADHU	LTFoodsLimited	6 LPA	12
6	BAND SUMIT SURENDRA	Bharti Airtel Limited	4 LPA	13
7	BANE ABHIJEET VENKATESH	Talentedge Education Ventures	3.5 LPA	14
8	BHAGAT JAYESH RAMKRUSHNA	Logicserve Digital	3 LPA	15
9	BHALERAO SAYALI SUNIL	Management Trainee	3 LPA	16
10	BHATKAR NIKITA BHAGWANTRAO	Sansee Designs Sales	3.38 Lpa	17-18
11	BHOSALE KISHOR DATTATRAY	CIEL HR Services Pvt Ltd.	2.8 Lpa	19-21
12	BHUYAN AISHWARYA DEV KUMAR	Global Administrative Support	5 LPA	22-25
13	BOTHATE UDAYKUMAR CHANDRAKANT	Liaisoning	3.5 LPA	26
14	CHANDEL SHUBHAM NANDKISHOR	ICICSecuritieslimited.	3.5 LPA	27-29
15	CHORGHAE SACHIN SUBHASH	LGElectronics	4 LPA	30
16	DALVI KAPIL KISAN	Symboisis	5 LPA	31
17	DESHMUKH NEHA GANESHRAO	ICICSecuritieslimited.	3.5 LPA	32-34
18	DHANORKAR VAIBHAV BABURAO	MTDSTechnology Pvt Ltd.	4 LPA	35
19	FASATE AKSHAY RADHAKIRSHAN	Shriram City Union Finance Ltd.	2.23 Lpa	36-37
20	GADEKAR JAYANT NIVRUTTI	Centium Consulting	4 LPA	38-41
21	GADE MAYUR TARACHAND	Bajaj Finserv	5 LPA	42
22	GAIKE DEEPAK BHASKAR	Bharti Airtel Limited	4 LPA	43
23	GAIKWAD YOGESH PANDURANG	Shri Swami Samarth Engineers Ltd.	3.5 LPA	44-45
24	GHUGE AKSHAY DNYANDEO	Airtel Business	4.5 LPA	46
25	GIRASE NILESH DILEEP	HDFC Sales	2.40 Lpa	47-50
26	GIRI SURAJ RAJENDRA	Sahyadri Industries Pvt. Ltd.	5 LPA	51
27	GORDE AKSHAY BALASAHEB	Credible markets	3 LPA	52-56
28	GUNJAWATE JAYESH SOMNATH	Mahalakshmi Automotives PVT.LTD.	1.32 lpa	57-59
29	GURJAR NITESH SAJJAN	Jakson & Company	3 LPA	60

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30	JADHAV SHREYAS KANTILAL	ICICSecuritiesLimited.	3.5 LPA	61-63
31	JAGTAP AARTI RAJENDRA	JRKinfotech Pvt. Ltd	5 LPA	64
32	KALE SUMEDH DHARMENDRA	Cummins India	6 LPA	65
33	KAMBLE ABHISH VIJAY	DHUPAR BROTHERS TRADING PRIVATE LIMITED	4.5 LPA	66-67
34	KAPANDE PRASHANT MANOHAR	ICICBank	3.39 LPA	68-76
35	KAWTIKWAR NEHA MANGESH	State Street Syntax Services Pvt. Ltd	3 LPA	77
36	KHEDKAR SHUBHAM BALASAHEB	ICEICO Technologies Pvt. Ltd.	4 LPA	78
37	KOLTE ROHAN RAMKRISHANA	Inlead Electronics Pvt. Ltd	7 LPA	79-80
38	KULKARNI ROHIT RAJENDRA	Pinclick	2.71 LPA	81-84
39	KUMAR SATYENDRA CHANDRIKA RAY	Great West Global Business Services India Pvt. Ltd.	3.8 Lpa	85-96
40	KUTE VILAS ARJUN	Me- Hin Tech Edge Solutions.	11882 Per Month	97-101
41	LAHADE SHUBHAM UDDHAV	AXA Business Services Pvt. Ltd	2.27 Lpa	102-104
42	MALVE PRASHANT Balkrushna	LTIMintree	6 LPA	105
43	Mane AISHWARYA PRAKASH	Talent Acquisition	4 LPA	106-107
44	MANIYAR HARSHADA GIRISH	Johnson Controls Hitachi Air Conditioning	4.5 LPA	108-109
45	MESHRAM VAIBHAV BALRAM	Paytm	8 LPA	110-115
46	MITTAL AKANSHA RAJIV	Cummins India	6 LPA	116
47	NAIDU ABHISHEK ANIL	Byju's Think & Learn Pvt.Ltd	7 Lpa	117
48	NICHAT SUYOG SATISHRAO	Stellar information technology pvt. Ltd	3.5 LPA	118
49	NIKAM VIKRANT ANANDRAO	ICICSecuritiesLimited.	3.5 LPA	119
50	OULKAR ANUJA PRAMOD	Crisil	5 LPA	120
51	PAKAVE SHUBHAM VISHWANATH	SleekInternational Pvt. Ltd.	3.5 LPA	121-122
52	Pansare Anuja Ajit	Career Xpertz	2.5 LPA	123-124
53	PATHARKAR AKSHAY VASHISHT	Zinka Logistics Solutions Pvt. Ltd.	3.45 Lpa	125-132
54	PATHAN FERROJ MOHAMADKHAN	Lifenity Wellness International Limited	5.4 LPA	133-137
55	PATIL ATUL MANOHAR	Futuresafe service pvt Ltd	3.00 LPA	138-143
56	PATIL DIPAK KISHOR	PhonePe.	5 LPA	144-149
57	PATIL GAURAV PUSHPARAJ	ICICI Bank	3.18 LPA	150-158
58	PATIL JITENDRA MACHHINDRA	Ntex Transportation Services Private Limited	4.5 LPA	159
59	PATIL PRASHANT PRADEEP	Mphasis	2.5 LPA	160
60	PATIL VISHAL SUNIL	Nice Software solution	10 LPA	161-168
61	PATIL YASH BABAN	Infosys	2.7 LPA	169-178
62	PAUL SAURAV BACCHU	ICICSecuritiesLimited.	3.5 LPA	179-181

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63	Purnaye Rupesh Vasant	Barclays Global Service Centre Private Limited	5 LPA	182-198
64	RADE KAMLESH KIRAN	DFCASSET MANAGEMENT COMPANY LIMITED	3 LPA	199
65	Sarangi Kumar Shridhar	Randstad	3.6 LPA	200-201
66	SATAV SHUBHAM PRAKASH	Tech Mahindra Ltd.	4.5 LPA	
67	SHAD IQBAL HUSAIN	Bharti Airtel Limited	4 LPA	
68	SHAIKH SHARUKH JAFAR	Ujjivan Small Finance Bank	3.5 LPA	204-211
69	SHELAKE AKASH RANGRAO	Sigma Engineered solutions	4.52 Lpa	212-213
70	SHELKE ABHAY ASHOKRAO	Bajaj Finserv	5.36 LPA	214-220
71	SHINDE MANOJ VILAS	Chhoriya Realty	3 LPA	221
72	Shivraj Pawar	IDFC FIRST Bharat Limited	16667.00 Per month	222-223
73	SINGH RITIK MANOJ	CRT Comptex Pvt. Ltd	4.72 Lpa	224-225
74	Shripad Shriram	Precision Camshafts limited	4.5 LPA	226
75	SURYAWANSHI AKSHAY PUNDLIK	Bajaj Finserv	2.93 Lpa	227-229
76	SURYAWANSHI DNYANESHWAR GANESHRAO	Electro power system	2.5 LPa	230
77	TIWARI ARPIT NIRANJAN	Labada Engineers	5 LPA	231
78	TRIPATHI ASHWINI RAMSHANKAR	FIS Investor Services india Pvt. Ltd	6 Lpa	232-233
79	TUPSUNDER AKSHAY GAJANAN	Max Bupa Health Insurance Company	5 LPA	234
80	UJAWANE PRAJWAL VINOD	Gallagher Service Center LLP.	2.39 LPA	235-241
81	VAISHNAV KAJAL GOPAL	AST Pvt. Ltd.	4.95 LPA	242-249
82	WATAVE SIDDHARTH SUDHIR	ICICI Bank	3.48 LPA	250
83	ZAMBRE NAYNA SANJAY	Blue Dart Express Ltd.	4 Lpa	251-253
84	ZENDE PAVANKUMAR PRABHAKAR	Cavista Technology Pvt. Ltd,	6 Lpa	254-256
85	BHATEWARA SHREYAS AJIT	Business		257
86	KHAN ATHAR TUFAIL	Business		258
87	WAGHMARE PRAVIN BABAN	Farming		
88	BANDGAR SHAMBALA KALYANRAO	Home maker		
89	DESHMUKH ASAWARI SHAILENDRA	Home maker		
90	PATIL VRUSHALI RAJENDRA	Home maker		

Date: 30/12/2019

To
Mayuri Rajiv Ajmire,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Mayuri,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

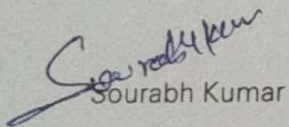
Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd



Sourabh Kumar

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

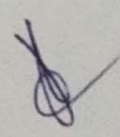
ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Metro		
Remuneration		
Components	Monthly	Annually
Basic	11,295	135,540
HRA	5,647	67,770
LTA	2,353	28,237
Supplementary Allowance	10,235	122,819
Total Cash	29,530	354,366
Retiral Benefits		
PF	1,800	21,600
*Gratuity	941	11,290
Total Pay	32,271	387,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	34355	412,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Non Metro		
Remuneration		
Components	Monthly	Annually
Basic	10,420	125,040
HRA	5,210	62,520
LTA	2,171	26,050
Supplementary Allowance	9,303	111,631
Total Cash	27,103	325,240
Retiral Benefits		
PF	1,800	21,600
*Gratuity	868	10,416
Total Pay	29,771	357,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	31855	382,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 18 Dec 2022

Dear Chetan Sanjay Amale,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited (“Company”) on the following terms:

1. DESIGNATION & BAND

You will be designated as “Assistant Manager - Underwriting” at **GB02 Band**.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **16 Jan 2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our **Nandurbar** office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060

Fax: +91 20 30405020

Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance



- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (Ninety days)** written notice to the other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060

Fax: +91 20 30405020

Corporate ID No.:

L65910MH1987PLC042961

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you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

Thomas Augustine
Email : thomas.augustine@bajajfinserv.in
Issued by : Professional DigiSign Pvt. Ltd.
Reason : Digitally signed TDS certificate as per Information Technology Act, 2000.
Date : 2022.12.22 13.37.06 +05:30

Thomas Augustine
Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on _____.

Signature : _____

Name : _____

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: L65910MH1987PLC042961

www.bajajfinserv.in/finance



Annexure - A

Detailed Salary Structure

Date : 18 Dec 2022
Name : Chetan Sanjay Amale
Band : GB02

Particulars	Annually	Monthly
Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	96,780	8,065
Statutory Bonus	34,620	2,885
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Fixed Pay	315,000	26,250
Gratuity	5,195	
Indicative Performance Pay#	78,750	
Total Cost to Company	398,945	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.

- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name :

Date :

Contact

www.linkedin.com/in/komal-ambulkar-6b94791a0 (LinkedIn)

Top Skills

Vendor Management
Event Management
Event Planning

Komal Ambulkar

Human Resource Partner at ParentPay India
Pune, Maharashtra, India

Summary

End to end recruitment life cycle | Handling team | Client management | Handling walk-in drives | Niche skill hiring | IT skills | Social hiring | Data management | Salary negotiation | event organisation | payroll | vendor management

Experience

ParentPay Group - India
Human Resources Partner
May 2023 - Present (9 months)
Pune, Maharashtra, India

Teamware Solutions a division of Quantum Leap Consulting Pvt. Ltd
Talent Acquisition Executive
January 2021 - April 2023 (2 years 4 months)
Pune, Maharashtra, India

Education

Sinhgad School of Business Management
Master of Business Administration - MBA, Human Resources Management/
Personnel Administration, General · (2018 - 2020)

A. B. International Private Limited

CIN : U51101MH2013PTC244470
GUPTA SADAN, PLOT No. 231, NANDANWAN MAIN ROAD, NAGPUR-440009.

Ref. No. 22-23/cert/120

Date 12 Dec 2021

To Whom So Ever It May concern

This is to certify Miss. Shrutika Arghode who worked as a accountant assistant with our organization for a period of 10 months (Dec 2021 - Nov 2021). During her tenure we found her to be honest, sincere, hardworking, and creative person with a professional attitude and excellent job knowledge.

Miss. Shrutika Arghode proved herself as one of the important assets to our organization. We wish her success for her future endeavour.

Sincerely,



Vinit Gupta

Director

A.B. International Pvt. Ltd.





LT Foods



LT FOODS LIMITED

CORPORATE OFFICE

MVL-1 Park, 4th Floor Sector - 15, Gurugram - 122001,
Haryana, India. T. +91 124 3055100 F. +91 124 3055199

CIN No. : 174899DL1999PLC041790

REGISTERED OFFICE

Unit - 134, 1st Floor, Rectangle - 1, Saket District Center, Saket,
New Delhi 110017, India, T. +91 11 29565344 F. +91 11 29563099

Date: 24th Feb, 2020

To,

Mr. Parag Madhu Athalye

Sinhgad Institutes of Management

Dear Mr. Parag,
Congratulations!

It is indeed pleasure to have you on board as **Sales Officer Trainee** w.e.f 9th March, 2020 effective completion of term at your college. The fact that you have been shortlisted amongst many campuses which have been visited by us makes you unique in terms of your skill and passion to carve out name in corporate world.

We at LT Foods are continuously thriving to ensure our people practices are best in class and motivates our employees to gear up to reach to our ambitions vision . To achieve the same, we have already invested to best in class of process & people.

We have designed your remuneration based on your needs & aspiration, keeping organization philosophy in mind. The breakup of your remuneration is as under which is as under

Fixed Remuneration	Rs. 300,000 per annum
Retention bonus after completion of one year of service	Rs. 25,000
Co expenditure on your medical insurance for your family and accident insurance for Self	Rs. 10,000/-
Co expenditure on your Term life insurance for Self	Rs 10,000/-

You shall also be eligible for Travel Expenses of Rs.200/-PD whenever you are visiting Market on Sales call.

Your selection to the position offered is subjected to posted anywhere within the country or abroad, wherever our business interest exists.


Prior to beginning work on the first day of employment you are requested to meet/call on our HR representative who will assist you in completing the joining formalities.

We are towards an exciting phase of expansion and development and I am confident that with your knowledge, skills and experience you will be able to make a signification contribution to the success of our company. We are confident that you will accept this offer and look forward to welcoming you aboard.

Please do not hesitate to contact HR if you have any questions or concerns.

Yours faithfully,

for LT Foods Ltd.


Dipol Dhole
Vice President- HR



2/3/2020

www.ltgroup.in



ANNEXURE B:

Date: **08/06/2022**

Subject: Coverage Under Sales Incentive Plan

Dear Sumit,

With reference to your letter of appointment dated **08/06/2022** this is to inform you that you shall be covered under the Sales Incentive Plan(SIP) of the Enterprise Services by virtue of your role and business unit of deployment.

Under this Sales Incentive Plan, your Total Variable Pay (TVP) mentioned in Annexure-A will be substituted by Variable Pay (Potential to earn) of Rs 71,292 per annum on the given target achievement, which will be governed by the terms and conditions of the aforesaid Sales Incentive Plan, as applicable.

In the event of your transfer to another Business or another role which is not covered under SIP of Enterprise Services, the Total Cost to Company (TCTC) as mentioned in TCTC annexure will become applicable to you.

Yours faithfully,



Authorized Signatory
Bharti Airtel Services Limited

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the above appointment on the terms and conditions stated herein above.

Dated _____

Sumit Surendra Band-Signature



Director CPC Placement <directorcpc.placement@sinhgad.edu>

List of SMI Students - Talentedge Education Ventures Pvt Ltd

Lisha Patel <lisha.patel@talentedge.in>

16 September 2020 at 13:32

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

Dear Mr. Jayesh,

Belwo student join on training as mentioned date,

Diksha kumari - 21st Sept 20

Abhijeet Venkatesh Bane - Join on 17th Sept 20

Sonu - After exam he will be join

Will share with you Offer once training is completed.

Thanks & Regards,
Lisha Patel

Thanks & Regards,

[Quoted text hidden]

TALENTEDGE  noname
Live & Interactive Digital Learning 9K



Contact

www.linkedin.com/in/jayesh-b-102233168 (LinkedIn)

Top Skills

Microsoft Excel
Marketing
Sales

Languages

Marathi (Full Professional)
English (Limited Working)

Certifications

Product Masterclass: How to Build Digital Products

Jayesh B.

--

Pune, Maharashtra, India

Experience

Logicserve Digital
Management Trainee
December 2021 - Present (2 years 2 months)
Navi Mumbai

AQUALENS
Sales Executive
March 2021 - May 2021 (3 months)
Mumbai, Maharashtra, India

Education

Welingkar Institute of Management
Post Graduate Diploma in Management, Finance · (June 2021 - July 2022)

SKN Sinhgad School of Business Management, Pune
MBA - Master of Business Administration, Marketing · (2018 - 2020)

North Maharashtra University
Bachelor of Business Management, Business Administration and Management, General · (2015 - 2018)

G.H.Raisoni College of Engineering
Bachelor of Engineering - BE, Mechanical Engineering · (2011 - 2015)

Kraftshala
The Marketing Launchpad, Marketing · (September 2021)



Director CPC Placement <directorcpc.placement@sinhgad.edu>

Feedback of the remaining 4 students

Jadhav, Manasi Ramesh <ManasiRamesh.Jadhav@bnymellon.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

22 April 2020 at 23:00

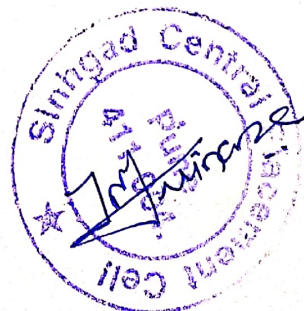
Hi Team,

We have selected Sayali Bhalerao and Tanay Bhawar .

We need to align the other shortlisted candidates for next round,

[Quoted text hidden]

[Quoted text hidden]



Date : 11th July 2023

Salary Revision (Confidential)

Dear Nikita,

We take this opportunity to congratulate you, and express our appreciation for your valuable contribution in achieving company objectives. We are confident that you will continue the good work in the same spirit of commitment and sincerity to grow with the organization.

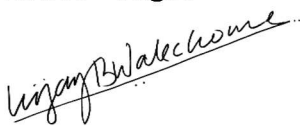
Consequent to the review of your performance for the position of '**Digital Marketing Executive**' during the period from July-2022 to July-2023, we are happy to revise your CTC at INR 3,38,496 per annum with effect from 1st August 2023. You will be reporting to Mr. Vijay Wakchoure, Proprietor. Upon satisfactory performance from Aug-23 to Oct-23, we may revise your salary upto INR 3,62,500 per annum with effect from 1st November 2023.

We appreciate your hard work and commitment towards the Company's growth. We're all looking forward to seeing you achieve great things in your new role.

All other terms and conditions that are applicable and have been communicated to you from time to time, remain unchanged. We would appreciate if you sign the duplicate copy of this letter as a token of your acceptance and return the same to us, for our records.

With regards,

Sansee Designs



Vijay Wakchoure
Proprietor

Salary Components applicable w.e.f. 1st August 2023.

Components	Per Month	Per Annum
Basic Salary	₹ 14,104	₹ 1,69,248
House Rent Allowance	₹ 7,052	₹84,624
Special Allowance	₹ 7,052	₹84,624
Gross Salary	₹ 28,208	₹3,38,496
Cost to Company (CTC)	₹ 28,208	₹3,38,496

With regards,
Sansee Designs

Vijay Wakchoure

Vijay Wakchoure
Proprietor

Accepted & received by -

Name of the Employee :

Date & Sign :

FIXED TERM CONTRACT OF EMPLOYMENT

Dear **Kishor Dattatray Bhosale**,

We are pleased to offer you employment in our organization as **ECA**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid from **16 Aug 2021 to 15 Aug 2022** Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned 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 us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein
3. During the period of the fixed contract, your services could be deputed at the sole discretion of the Management to any of our client's company to do work pertaining to or incidental to the clients business
4. Details of your salary break up with components are as per the enclosure.
5. You will be eligible for leave as per the company policy, during the period of your contract of employment.
6. You will be entitled to all statutory benefits wherever applicable during the fixed period of contract.
7. **The contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.**

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy, and growth among all members of the CIEL HR family. As a new entrant, we would like you to whole-heartedly contribute to this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return it to us.

With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

DEPUTATION

Dear **Kishor Dattatray Bhosale**,

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Asian Paints with effect from **16 Aug 2021**. The terms and conditions of your deputation will be as follows:

1. You will, with effect from **16 Aug 2021**, be required to work at our client's office/premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of CIEL HR.
3. In the day to day functioning or responsibilities, you will receive instructions from Asian Paints and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Asian Paints.
5. You shall be bound to follow the working hours of Asian Paints.
6. You shall take care not to disclose confidential information/trade secrets, etc that you may come across in the course of your responsibilities to anyone outside our client and use such information only in connection with the service provided to Asian Paints.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our client. This arrangement is purely a contractual agreement between CIEL HR and Asian Paints for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Asian Paints or outside, and if you were at any indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Asian Paints entrusted to you in the due discharge of your duties and shall indemnify Asian Paints when there is a loss of any kind to the said property.
10. On termination of services or resignation, you shall return all intellectual property, confidential & proprietary information, including but not limited to any visiting cards, textual, visual and audio visual content, brand logos / identity, trademarks, pictures, website images, pamphlets, brand books and related electronic files, etc. of the company and / or its clients (collectively referred to as "Client Material") in your custody or control. Please be advised that appropriate legal action may be initiated against you, for any failure to return such Client Material or in case of any misuse or misrepresentation of the same and in case of any breach with respect of this clause.
11. The Company incurs considerable recruitment & onboarding costs and in case If you leave the company without serving at least 20% of your project tenure , then you are liable to pay 10% of the project CTC payable to you, to the company, as liquidated damages. The full and final settlement will be done only after the adjustment of this amount.

All the other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

With warm regards,

Yours truly,

For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra

CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

Name	Kishor Dattatray Bhosale	Location	Pune-Baramati
Designation	ECA	Employee Code	
Father Name	Dattatray Bhosale	DOB	17 Jun 1997
Period Of Employment	16 Aug 2021 to 15 Aug 2022		

Salary	Monthly CTC	Annual CTC
Basic	15000	180000
House Rent Allowance	6700	80400
Gross Earning	21700	260400
Employer PF	1800	21600
CTC	23500	282000
PF	1800	21600
Gross Deduction	1800	21600
Net Pay	19900	238800

Professional Tax (PT)deduction as per respective state government norms & Incometax (IT) deduction as per the norms of Incometax department.The statutory payments & deductions as and when applicable.

With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd.



Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

Contact

www.linkedin.com/in/aishwarya-bhuyan-1ba03523b (LinkedIn)
www.lhh.com/us/en/ (Personal)

Top Skills

E-Learning
Learning center
Microsoft Forms

Languages

English (Full Professional)
Hindi (Full Professional)
Odia (Native or Bilingual)

Aishwarya Bhuyan

Global Administrative Support at LHH (Lee Hecht Harrison) - The Adecco Group
Bengaluru, Karnataka, India

Summary

I am a dedicated and focused professional who has developed a sense of responsibility and mature approach to any task or situation undertaken. Willingness to take on added responsibilities to meet team goals and leverage my knowledge and skills sets towards achieving organizational goals. Particularly organized and efficient with a positive attitude. Good team player and ability to work in a fast-paced time sensitive environment. Gained excellent Employee Relation skills leading to qualitative result. Strong work ethics along with solution-focused & multi-tasking skills.

Experience

LHH

Global Administrative Support
June 2022 - Present (1 year 8 months)
Bengaluru, Karnataka, India

- Build Talent Pools and send them to the Hiring community or customer provide by sales
- Use LinkedIn Talent insights to create NA and EMEA Market and company research, trends, client needs, monitor news sources and other market intelligence
- Create monthly Job Bulletin for NA And EMEA markets (analyses, prepare hiring statistics)
- Prepare and send Sales Force communications to hiring community contacts
- Manage shared inbox for requests
- Prepare reports on DTE usage and candidate profiles
- Update contacts in Sales Force
- Provisioning hiring community to the Digital Talent Exchange• Build Talent Pools and send them to the Hiring community or customer provide by sales
- Use LinkedIn Talent insights to create NA and EMEA Market and company research, trends, client needs, monitor news sources and other market intelligence

- Create monthly Job Bulletin for NA And EMEA markets (analyses, prepare hiring statistics)
- Prepare and send Sales Force communications to hiring community contacts
- Manage shared inbox for requests
- Prepare reports on DTE usage and candidate profiles
- Update contacts in Sales Force
- Provisioning hiring community to the Digital Talent Exchange
- Using MicroStrategy for extracting & evaluating usage report
- Hosting Global sessions
- Entering Global sessions in different languages (English, Polish, German, French, Spanish, Portuguese, Deutsch, & Italian)

UNIQUE POWER-TECH PRIVATE LIMITED

Assistant Manager

August 2020 - December 2021 (1 year 5 months)

Odisha, India

- Mentored team members to enhance professional development and accountability in workplace.
- Developed strategy to increase drive profits.
- Compiled financial data to comply with budget.
- Supervised site investigations, reported issues and escalated those that required further assistance.
- Reviewed customer service agreements for terms and conditions pricing and accuracy.
- Resolved over 45 customers issues per month to close deals and boost client satisfaction.
- Helped with planning schedules and delegating assignments to meet coverage and service demands.
- Managed budget implementations, employee evaluations and contract details.
- Identified trends in customer marketplaces to develop valuable solutions.
- Monitored cash intake and deposit records, increasing accuracy and reducing discrepancies.
- Managed team schedule personally for coverage needs and individual strengths.

TATA STEEL ODISHA LIMITED

Marketing Intern

June 2019 - July 2019 (2 months)

Bhubaneswar, Odisha, India

Developed relationships with clients and potential clients to improve business growth.

- Collaborated with Regional Sales Managers to make strategic sales decisions.
- Improved sales techniques and made sales pitches to potential clients.
- Identified and communicated with customer regarding their needs.
- Resolved issues of customers.
- Motivated salesforce to achieve sales goals through incentives and rewards.
- Negotiated more favorable rates and delivery times with vendors.
- Identified and communicated with over 70 customer needs to supply chain capacity and quality teams.
- Taught staff strategies for completing work and smoothly carrying out senior management directives.
- Motivated, trained and disciplined employees to maximize performance.

Berger Paints India

Marketing Intern

January 2018 - February 2018 (2 months)

Pune, Maharashtra, India

Helped with planning and hosting of marketing events.

- Created effective organizational systems for reports, agendas, contracts and records.
- Communicated orders to vendors, scheduling carriers for pickup.
- Increased sales by offering advice.
- Solved customer challenges by offering relevant products and services.
- Answered over 150 customer questions about sizing, and product details.
- Direct communication with customers regarding their problems and providing them with appropriate solutions.
- Researched competitor trends and interpreted findings, reporting conclusions to supervisor.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Marketing/Marketing Management,
General · (2018 - 2020)

Savitribai Phule Pune University

Bachelor of Business Administration - BBA, Marketing/Marketing Management,
General · (2014 - 2018)

Delhi Public School - India

Higher secondary, Commerce · (2012 - 2014)

S.T. Joseph's Girls' High School

Higher Education · (2002 - 2012)

Liaisoning



Udaykumar Bothate

Emp. ID : PAXH03329

Blood Group : A+ve

A handwritten signature in black ink, consisting of several strokes.

Authorised Signatory



Date: 30/12/2019

To
Shubham Nandkishor Chandel,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Shubham,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

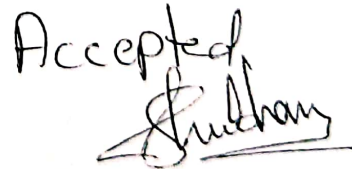
Yours Truly,

For ICICI Securities Ltd



Sourabh Kumar

Regional Manager- Human Resources



Accepted
Shubham

Member of National Stock Exchange of India Ltd & Bombay Stock Exchange Ltd
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



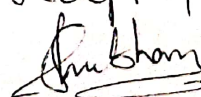
Non Metro		
Remuneration		
Components	Monthly	Annually
Basic	10,420	125,040
HRA	5,210	62,520
LTA	2,171	26,050
Supplementary Allowance	9,303	111,631
Total Cash	27,103	325,240
Retiral Benefits		
PF	1,800	21,600
*Gratuity	868	10,416
Total Pay	29,771	357,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	31855	382,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Accepted
Prubhan

Metro		
Remuneration		
Components	Monthly	Annually
Basic	11,295	135,540
HRA	5,647	67,770
LTA	2,353	28,237
Supplementary Allowance	10,235	122,819
Total Cash	29,530	354,366
Retiral Benefits		
PF	1,800	21,600
*Gratuity	941	11,290
Total Pay	32,271	387,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	34355	412,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
*Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Accepted


Awaiting for Feedback

Kritika Rastogi <kritika.rastogi@lgepartner.com>

19 September 2019 at 15:35

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

Cc: sayyed.ahmed@lgepartner.com, anand1.kamlapure@lge.com, tlse.pun@lgepartner.com

Dear Dr Jayesh,

We feel happy in conveying that we have selected 5 students out of 11 who appeared for the interview in our office on 17th of September.

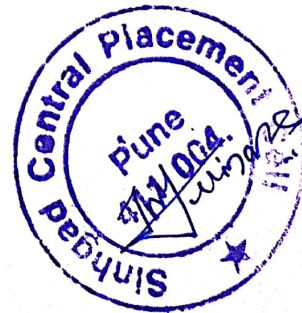
The following are selected:

AKASH SHESHRAO POUL	MBA	Sinhgad	Katraj	9096546222
AMAN SINGH	MBA	Sinhgad	Undri	7984922402
ANIKET SIDDHESHWAR SHINDE	MBA	Sinhgad	.	8007692005
Mohammad Roshan	MBA	Sinhgad	Kondhwa	7620780252
Sachin Subhash Chorghade	MBA	Sinhgad	.	9527722730

Please convey to them to be in office on September 21 (Saturday) by 10 am for training and joining with the following documents:

1. Pan card
2. Adhaar card
3. Passport size photo
4. Family photo
5. Higher education certificate
6. Bank account proof (Cancelled cheque/Passbook)

[Quoted text hidden]



SYMBIOSIS

Founder: Prof. Dr. S. B. Mujumdar, M. Sc., Ph. D.
(Awarded Padma Bhushan and Padma Shri by President of India)



Celebrating 50 Years of Excellence

OFFER LETTER

Ref: SIP/2707
Date: May 28, 2022

To,
Mr. Kapil Kisan Dalvi
Sr No 64/1 flat no. 02,
Abhishek Apartment,
Vadgaon Budruk,
Pune- 411042

Dear Mr. Kapil Kisan Dalvi,

This has reference to your application and subsequent interview. We are pleased to offer you the position as Senior Coordinator in Symbiosis Medical College for Women (SMCW) & Symbiosis University Hospital and Research Centre (SUHRC) under Symbiosis International Deemed University (SIU), Pune on gross salary of Rs.37,000/- per month.

The statutory deductions of Provident Fund, Profession Tax and Income Tax will be as applicable.

You are requested to email attested scanned copies of your educational and work experience related documents and provide references details. Please note that this offer is subject to satisfactory background check report and verification of all your educational and work experience related documents with the originals.

As per rules of Symbiosis you will be required to undergo pre-employment medical check-up. You will be issued appointment letter only after 'fit to join duty' certificate from Symbiosis Centre of Health Care (SCHC)

Please note that you will be required to give an undertaking for confidentiality & non-disclosure (including IPR and other policy matters) as per HR policy of Symbiosis


This offer is valid for two (2) days from the date of issue / receipt. If you fail to communicate your acceptance within 2 days, this offer shall stand withdrawn. Further processes will start immediately on receipt of your acceptance of the offer.

For any further clarifications, you may contact the undersigned or Head HR, FoHS on Tel +91 7720033497 or mail to headhr_fohs@symbiosis.ac.in

Looking forward to your long-term association with Symbiosis!

Yours sincerely,


J.R. Pathare
Chief HR


Tentative D.O.J: 1st July 2022

Date: 30/12/2019

To
Neha Ganeshrao Deshmukh,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Neha,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

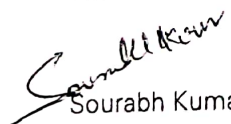
Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

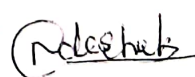
Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd


Sourabh Kumar

Regional Manager- Human Resources

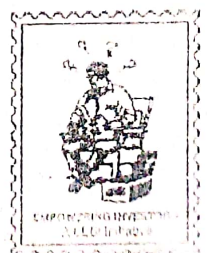
Accepted 

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) ; Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Metro Remuneration		
Components	Monthly	Annually
Basic	11,295	135,540
HRA	5,647	67,770
LTA	2,353	28,237
Supplementary Allowance	10,235	122,819
Total Cash	29,530	354,366
Retiral Benefits		
PF	1,800	21,600
*Gratuity	941	11,290
Total Pay	32,271	387,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	34355	412,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Accepted

(Signature)

Non Metro		
Remuneration		
Components	Monthly	Annually
Basic	10,420	125,040
HRA	5,210	62,520
LTA	2,171	26,050
Supplementary Allowance	9,303	111,631
Total Cash	27,103	325,240
Retiral Benefits		
PF	1,800	21,600
*Gratuity	868	10,416
Total Pay	29,771	357,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	31855	382,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		

Accepted

Radhak



Director CPC Placement <directorcpc.placement@sinhgad.edu>

List of SMI Students - MTDS technology pvt ltd

18 February 2020 at 18:02

roshani.abdule@mtdstec.com <roshani.abdule@mtdstec.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: majhar.mulani@mtdstec.com

Dear Priyanka,
Greetings from MTDS technology Pvt Ltd..

Around 23 students came for interview. We shortlist 9 students.

- 1.Sharukh jafar shaikh:- Salary-25000 & 30000 Petrol allowance.
- 2.Mantesh Basayya Karikanti:-Salary-25000 & 3000 Petrol allowance.
- 3.Usnale Vivek Sanjay:- Salary-25000 & 3000 petrol allowance.
- 4.Vaibhav baburao dhanorkar:- salary-25000 & 3000 petrol allowance.
- 5.sumit surendra band:-Salary-25000 & 3000 petrol allowance.
- 6.Husain iqbal shad:-salary-25000 & 3000 petrol allowance.
- 7.Kulbhushan pratap singh:- salary-25000 & 3000 petrol allowance.
- 8.tupsundar akshay gajanan :- Salary-25000 & 3000 petrol allowance.
- 9.rohit rajendra Kulkarni:- salary-25000 & 3000 petrol allowance.

Speak with your students if they interested to work with our company then please give me feedback as early as possible.we required immediate joining.

Note:- Laptop and bike Mandatory.

Dear Roshani,

Thankyou for the interview details.
We have informed the students accordingly.

Regards,
Dr. Jayesh L Minase
Dean
Central Placement Cell

Sinhgad Management Institutes.

WORKING HOURS: Mon- Fri | 10:00 am - 6:00 pm.



SCUF:TED:OFF:9513:2021

12/11/2021

AKSHAY RADHAKISHAN FASATE,
ATPOST DONGARGAON,
TAL PATHRI,
PARBHANI - 431506.

Dear AKSHAY RADHAKISHAN FASATE,

Letter Of Offer

With reference to your application and the subsequent interview you had with us, we are pleased to offer you post of "**PRODUCT EXECUTIVE-SALES & MARKETING -GOLD LOAN**" at **PARBHANI** as per the terms and condition discussed and agreed during the course of the interview. You will be paid CTC of Rs.**235361**/- per annum.

You are initially appointed to work in PARBHANI. However, you are likely to be transferred to any department or establishment of the company or to associates/subsidiary operations, anywhere in India, temporarily or permanently.

Kindly send us your acceptance along with the tentative date of joining to tedmaharashtra@shriramcity.com. On acceptance of the above offer, you are advised to report to **Mr.Atul Arunrao Patil - Branch Manager** at our office, PARBHANI at the earliest as this offer will be valid only for 30 days from the date of Issue.

Also, find enclosed herewith the Joining Report which has to be submitted at your reporting branch / Office at the time of joining along with necessary documents. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to cancel the offer.

We welcome you to Shriram City Union Finance for a bright career.

For SHRIRAM CITY UNION FINANCE LTD.,,



RAMAKRISHNAN V
GENERAL MANAGER

Shriram City Union Finance Limited

Business Solution Centre,144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300, Fax: +91 44 4392 5430

Regd. Office: 123, Angappa Naicken Street, Chennai - 600 001. Ph : +91 44 2534 1431

E-mail : shriramcity@shriramcity.in Website : www.shriramcity.in

Corporate Identification Number (CIN) L65191TN1986PLC012840

JOINING REPORT

SCUF:TED:OFF:9513:2021

Name : **AKSHAY RADHAKISHAN
FASATE**

Designation : **PRODUCT EXECUTIVE**

Date and time of Reporting :

Reporting To :

Location : **PARBHANI**

Permanent Address :

Blood Group :

PASSPORT
SIZE
PHOTOGRAPH

Place :

Date :

Signature of Employee

List of Documents to be submitted:

- Copy of Educational (from 10th std onwards) and Employment Certificates.
- 4 Passport size recent photographs.
- Address proof: (Driving License, Passport and Voter ID).
- Pan card copy.
- Aadhar card copy.
- One Cancelled cheque of your personal bank savings account.
- Relieving letter copy, previous pay slips and UAN for PF (wherever Applicable).
- Employees working in Shriram Group Companies will have to submit a NOC from the relevant Shriram Group co along with the relieving letter.

Note : Kindly bring all the original documents with the copies for verification.

For Office Use Only

This is to confirm that Ms/Mr. AKSHAY RADHAKISHAN FASATE has reported for duty as per the details given above.

Place:

Date:

Reporting Manager Name:

Designation:

Employee Code:

Signature:

EMPLOYMENT OFFER

Date: December 18, 2019

Dear Mr. Jayant Gadekar,

We are pleased to extend you an offer for the position of **Associate Business Analyst** in Centium Consulting India LLP (hereinafter "Company"). Your employment would commence from January 15th, 2020. This offer is valid for one week from the date of this letter.

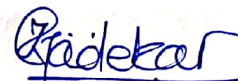
During the term of your employment, you shall devote all of your time, skill and attention to your duties and responsibilities and perform your duties efficiently, faithfully, diligently and competently. In addition, you shall devote your full time and attention to the interest of the Company and comply with and be bound by the operating policies, rules, regulations, procedures and practices of the Company in effect from time to time during your employment.

Salary & Benefits:

Your starting gross salary will be **INR 24,000** per month which would be subject to applicable tax withholdings and other statutory deductions. Your employment will be confirmed on successful completion of probation period of six months. The Company will review your salary and make revisions, adjustments as may be determined based on company policies. Your expected CTC after successful completion of probation will be **INR 5,00,000** per annum.

The breakup of your salary is given below:

Particulars	CTC Per Month	CTC Per Annum
Basic	12,000	1,44,000
HRA	3,920	47,040
Special Allowance	3,090	37,080
Reimbursements		
LTA	2,100	25,200
Broadband	1,250	15,000
PF Employer Contribution	1,440	17,280
Profession Tax	200	2,400
Monthly Total	24,000	2,88,000



Duties & Obligation:

You undertake and agree that you shall:

-efficiently, honestly and diligently, discharge and perform all of your duties and functions pertaining to your employment and such other duties as you may be required to perform from time to time by the Company, or by any duly authorized officer of the Company, which are consistent with your employment;

-obey and comply with all lawful orders and directions given by the Company or by any person duly authorized by the Company in that behalf, and faithfully obey all the rules, regulations and arrangements of the Company pertaining to the management of the Company's property or the control and good conduct of the Company's employees; and,

-inform the Company of any act of dishonesty and/or any action prejudicial to the interests of the Company on the part of any other employee of the Company.

-complete your MBA program in the stipulated time, and at a minimum maintain your current grades.

Confidentiality:

Confidential information ("Confidential Information") means any and all information not generally known by others outside of Company, and shall include, but is not limited to, all information proprietary to Company, whether or not reduced to writing or other tangible medium of expression, and whether or not patented, patentable, capable of trade secret protection. Confidential Information also includes comparable information that Company may receive or has received from others with whom the Company does business. Confidential Information does not include information which (a) was already known by you prior to your employment with Company as established by your personal records, (b) becomes generally available to the public other than through a breach of this Employment Agreement, or (c) is furnished to you by a third party who is lawfully in possession of such information and who lawfully conveys that information.

In consideration for your employment with the Company and the salary and other compensation that you have and will receive during such employment, you agree to abide by the following:

-you shall not, without the Company's prior written permission, either directly or indirectly disclose to any person, firm, company or other body corporate for any purpose or use, or permit any person to examine or make copies of, any documents, materials or records that contain or are derived from any Confidential Information of the Company other than for the Company's business, both during and after your employment with the Company; and,

-you will comply with, and do all things necessary to permit the Company to safeguard its Confidential Information.

Disclosure of Intellectual Property:

You agree that you will promptly and fully disclose to Company all intellectual property that you conceive, make, create, develop or reduce to practice (whether alone or with others, whether or not during normal business hours and whether or not on Company's premises) during your employment or within six (6) months thereafter that relates in any way to the business or prospective activities of Company or that results from, or is suggested by, work that you do for Company. Intellectual property shall include information relating to the Company's research and development, inventions, discoveries, developments, improvements, methods and processes, know-how, drawings, blueprints, specifications, product briefs, algorithms, computer programs and software, compositions, works, concepts, designs, ideas, prototypes, models, samples, screens, patents, copyrights, trademarks, trade names, trade secrets, formulae, writings, notes and patent, trademark, and copyright applications ("Intellectual Property").

Assignment of Rights:

You shall assign and agree to assign to the Company, or its designees, your full right, title, and interest in and to all such Intellectual Property. You agree that, during and subsequent to your employment by Company, you will, at Company's request and expense, execute any and all applications for domestic and foreign patents, copyrights or other rights and otherwise provide assistance (including, but not limited to, the execution and delivery of instruments of further assurance or confirmation) to assign such Intellectual Property to Company and to permit Company to enforce any patents, copyrights or other rights in and to such Intellectual Property. All copyrightable works that you create shall be considered "works made for hire".

Protection of Documents and Return of Property:

You agree that you shall protect all documents, records, tapes and other media in which Confidential Information is contained ("Confidential Documents"). You acknowledge that such Confidential Documents are and shall remain the sole and exclusive property of Company. You shall not copy any Confidential Documents or remove any Confidential Documents, or copies thereof, from the Company premises, except as required by the normal and proper course of your duties for Company. You agree to return to Company promptly upon the termination of your employment, or at any other time when requested by Company, any and all property of Company, including, but not limited to, all Confidential Documents and copies thereof in your possession or control.

Non-Compete, Non-Solicit and Exclusivity:

You agree that you shall not for the duration of your employment, for any reason whatsoever participate in or render services to, either directly or indirectly, any company engaged in rendering information technology enabled services, business process outsourcing services, customer relationship management services or in any other company that is similar to or competes with the business of the Company. Provided that, if the

Company waives the Notice Period or if you leave the employment of the Company for any reason whatsoever during the Notice Period, you shall continue to be bound by the obligations contained in this clause during the Notice Period. You will promptly provide in writing at Company's request any and all information necessary or desirable to confirm your compliance with this provision.

For the duration of your employment with the Company, and for a period of one year after your employment with the Company terminates, you shall not and shall not assist anyone else to, hire any employee of Company or seek to persuade any employee of Company to discontinue employment or to become employed in any business which is directly or indirectly in competition with Company's business, nor seek to persuade any independent contractor to discontinue his/her relationship with Company.

You agree to render your services to the Company on an exclusive basis. You shall not, for the duration of this Agreement, engage in any other business, trade or profession on a part time or full-time basis without the specific written consent of the Company.

Adherence to Policy:

You shall, at all times, adhere to the provisions of the Employee Handbook and other Company policies and regulations, including any amendments made thereto.

Termination:

This Agreement does not create an obligation on the part of Company or any other person to continue your employment. Your employment may be terminated by either you or the Company at any time and for any reason upon giving the other party three months advance notice in writing. In the event that you leave the services of the Company without providing the requisite three-month notice, the Company shall be entitled to recover from you an amount equivalent of three month's salary in lieu of the notice period. If you leave the Company at any point before the end of one year, you would be liable to additionally compensate the company for any training provided.

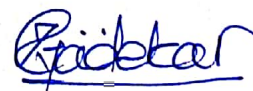
We expect you to join on Jan 15th, 2020. As a token of acceptance of this Offer, please sign the duplicate copy of this letter, and return the same to us.

We look forward to you becoming a valuable member of our team.

Sincerely,

Binoy Samuel

Partner / Director





Mayur Gade

Deputy Manager - Business Loans • Business Loans

[Update your profile](#) ...

- Overview
- Contact
- Organization
- Files
- Messages
- LinkedIn



Help colleagues know your schedule

It looks like you prefer to work between 11:00 AM - 8:00 PM. Update your work hours?

[Review settings](#) ...

Files

Your recent files and email attachments.

P425PHF5449353_Repayment_Report

P425PHF5449353_Repayment_R...

P425PHF5449353_SOA_Report (1)

P425PHF5449353_SOA_Report ...



COUNCIL CRTIFICATE



Feedback - Bharti Airtel Limited

Rohan Jain <rohan.jain@v5global.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>, Ravi Gupta <ravi.gupta@v5global.com>
Cc: Sambhaji Pawar <sambhajipawar.skssbm@sinhgad.edu>, Abhijeet Vitekar <abhijeet.vitekar@v5global.com>, Vaishali Zoting <vaishali.z@v5global.com>
19 February 2020 at 18:09

Dear Jayesh Sir,

PFB selected candidates list.

I am sharing remaining details In my next email.

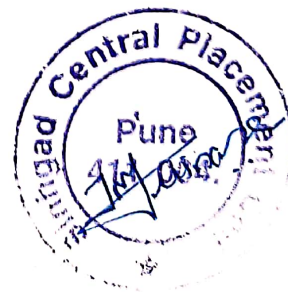
Sr No	Name	Final Remark
1	Navin Khairnar	Selected
2	Husain Shad	Selected
3	Sumit Band	Selected
4	Mithilesh Vijay Sharma	Selected
5	Divya Nair	Selected
6	Gaurav Patil	Selected
7	Deepak Gaike	Selected
8	Pankaj Kumar Rai	Selected

Thanks and Regards

Rohan Jain

Branch Manager – Pune & MPCG

Email – rohan.jain@v5global.com





Ref. SSSEL/HR/PH/657/2022-23

Date: 05.02.2022

To,
Yogesh Pandurang Gaikwad,
Employee Code – SSSEL24
At/p- Pehe, Tal- Pandharpur
Dist- Solapur, Maharashtra, 413304.

Sub: Appointment Letter

Dear Yogesh Pandurang Gaikwad,

We are pleased to appoint you as '**Asst. HR & Admin**' in our organization. Wish you a bright, enriching and prosperous career with SHRI SWAMI SAMARTH ENGINEERS LIMITED.

Joining Date: 02/02/2022.

Location: Your location for employment is Pune HO.

Working Hours: As per the Pune HO.

Terms and conditions of Employment.

- Posting & Transfer:** Your initial posting will be at 'Pune HO'. However, your services are liable to be transferred, at the sole discretion of Management, to any department / section, location, associate, sister concern or subsidiary, at any place in India.
- Probation & confirmation:** You will be on probation for a period of six month from the date of commencement of your service, which may be further extended at the discretion of management of the Company. You will continue to be on probation period till you receive your confirmation Letter.
- Compensation:** Your Gross Salary shall be of Rs. 30, 000/- per month.
- Annual Leave:** You will be entitled to get Privilege Leave per annum or pro-rated thereof, and other leave as applicable, in accordance with relevant Company policy.
- Taxation:** You will be responsible for payment of all income taxes on payments of your above mentioned compensation as well as other benefits and allowances relating to your appointment pursuant to this Letter.



Shri Swami Samarth Engineers Limited

Govt. Contractors

773/3, Pradyumn Apts., Lane No. 9, Bhandarkar Road, Deccan Gymkhana, Pune - 411 004.

☎: 020-25679011 / 99, E-mail : sssengineers@hotmail.com

CIN : U45209PN2019PLC184080



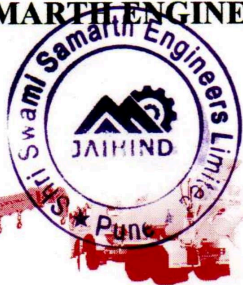
6. **Business Travel:** All expenses related to your business travel whilst in the Company's employment will be reimbursed on receipt. Tickets and class of travel for business will be in accordance with the Company's policy.
7. **Absence from Work:** Absence from work for a continuous period of 8 days or overstay for a period of 8 days after expiry of leave, will entail loss of your job and your services shall automatically come to an end without any notice or intimation to you by the Management.
8. **Dual Employment:** During your services hours without specific written permission of the management, you shall not to do any part time job or business, directly / indirectly or honorary, with or without remuneration.
9. **Confidentiality of Information:** You will have a duty and obligation to scrupulously observe the ethical code of fullest confidentiality and shall not reveal any confidential information, which you would come across in the course of your employment improper use of information/ violation of this clause can lead to disciplinary action or dismissal as per misconduct policy.
10. **Termination:** either party may terminate this employment relationship by giving the other party one month's written notice, or by payment of one month compensation in lieu of such notice.
11. **Notice Period:** Notice period of services may be effected by either side tendering One month notice, for all the confirmed employees, out of which, One Month working notice is must from the employee and for rest of the period payment of a One Month salary in lieu of notice may be recovered at the sole discretion of management. However, depending upon nature of work the employee is engaged in, management may increase / decrease your notice period at its sole discretion.
12. **Instructions / Directions:** You will adhere to such instructions and directions issued to you in connection with the performance of your duties assigned to you from time to time in the interest of the company. The terms & conditions in this appointment letter are subject to change from time to time at the discretion of management.
13. **Security:** During your employment with the company, you are to adhere to the company's employee code of conduct and the company security policy and procedures. Failure to comply with the same will amount to misconduct. The company has the right to carry out random or specific searches of employees' person, baggage and those vehicles on company premises or used for company business.
14. **Acceptance:** Please submit the duplicate copy of the duly signed appointment letter to indicate your acceptance of the above terms and conditions of employment.

Thanking you.

For, SHRI SWAMI SAMARTH ENGINEERS LIMITED

Authorized Signatory

॥ श्री ॥





**HUNGER
TO WIN
CUSTOMERS.
FOR LIFE.**



**AKSHAY
GHUGE**
OLM ID
A134Y7X3

01 March, 2023

Mr. Nilesh Dileep Girase
Flat No 103 Sai Prasad Residency
Sihnagad College Campus Vardgaon
Pune
Maharashtra - 411041

Dear Mr. Girase,

Sub: Your appointment as "Management Trainee".

Pursuant to your application and subsequent interview, we are pleased to appoint you in HDFC Sales Private Limited as "Management Trainee" in Grade "MT" with effect from 03 March, 2023 (Refer Annexure II for terms and conditions).

In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. Rs. 240,068.00 per annum. (Refer Annexure I for Salary Break - up).

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

Yours truly,

For HDFC Sales

Shilpi Singh

Authorized Signatory

Annexure - I

Annual Compensation of : Mr. Nilesh Dileep Girase

<i>Particulars</i>	<i>Rs.</i>
	<i>(per annum)</i>
<i>Earnings:-</i>	
<i>Basic</i>	<i>168,912.00</i>
<i>HRA</i>	<i>35,588.00</i>
<i>Communication Allowance</i>	<i>0.00</i>
<i>Medical Reimbursement</i>	<i>0.00</i>
<i>Site Allowance</i>	<i>0.00</i>
<i>Gross Salary</i>	<i>204,500.00</i>
<i>Deductions :-</i>	
<i>Provident Fund (12% of Basic)</i>	<i>20,268.00</i>
<i>Profession Tax</i>	<i>2,500.00</i>
<i>ESIC (0.75% of Gross)</i>	<i>1,536.00</i>
<i>Total Deductions</i>	<i>24,304.00</i>
<i>Net (Cash in Hand) Salary</i>	<i>180,196.00</i>
<i>Company Contribution:-</i>	
<i>Provident Fund (12% of Basic)</i>	<i>20,268.00</i>
<i>ESIC(3.25% of Gross)</i>	<i>6,648.00</i>
<i>Cost to Company</i>	<i>231,416.00</i>
<i>Gratuity</i>	<i>8,124.00</i>
<i>Medical Insurance Premium</i>	<i>444.00</i>
<i>Accident Insurance Premium</i>	<i>84.00</i>
<i>Other Reimbursement</i>	<i>0.00</i>
<i>Total Cost to Company</i>	<i>240,068.00</i>

Please note that your Total cost to company also reflects provisions made on account of gratuity payable by us.

The salary shall be paid to you monthly, on the last working day of the calendar month, subject to statutory deductions.

Shilpi Singh

Ref. No : 68960

ANNEXURE- II

1. **STATUTORY BENEFITS**

a) **Gratuity:**

You shall be entitled to payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972 and the rules applicable there under. [Gratuity shall be paid only on separation/retirement of your employment and on your having completed 5 (five) years of continuous employment with the company at the rate of half month's salary for every completed year of service or part thereof in excess of six months. For the purpose of this clause, salary shall be the basic salary last drawn by you.

b) **Provident Fund:**

You shall be covered under the Provident Fund scheme, in accordance with the provisions of Provident Fund scheme as applicable and the rules applicable as amended from time to time.

c) **Employee State Insurance Scheme:**

You shall be covered under the Employee State Insurance Scheme if applicable to you, in accordance with the provisions of the Employees State Insurance Scheme as applicable and the rules applicable as amended from time to time.

2. **WELFARE FACILITIES**

a) **Medical Insurance Scheme:**

All employees are covered from the date of joining under the Medical Insurance Scheme. This scheme provides an Insurance cover for hospitalization treatment for the employee to the extent covered.

b) **Personal Accident Scheme:**

All employees are covered from the date of joining under the Personal Accident Scheme. The policy covers disablement and death caused by an accident.


3. **INCENTIVES (IF APPLICABLE)**

Subject to the Incentive Policy of the Company in force from time to time, you shall be paid incentives based on your performance on meeting sales targets.

In the event of your failure to collect the processing fee from the customer for whatever reason and in case of a BSA sourced file where associate fees is applicable, the processing fee and associate fee respectively, may be deducted from the incentive payable to you in the same or succeeding months, the discretion of which will be with the management. In the event of there being nil or inadequate incentive payable to you, the amount of the processing fee and associate fee which you have failed to collect and/or any amount that is recoverable from you under the said Incentive Policy, shall be recovered from your salary in the same or the succeeding month/s as the management may deem fit.

In case of cessation of services any outstanding recovery on account of associate fee, processing fee and any other deduction as per the applicable incentive policy will be recovered from employee's full and final settlement.

Name of the Employee Giruse Nilesh Dilraj

Signature of the Employee 


DECLARATION AND UNDERTAKING REGARDING NON-DISCLOSURE

1. Girish Nilesh Dileep, aged 26 years, residing at Flat N.103 First Floor, 301 Prasa Residency Valgaon Park. and presently working as _____ do and hereby declare and state as follows:

1. I do hereby declare that I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of HDFC Sales Private Limited, a private limited company registered under the Company's Act, 2013 and having its office at HDFC Sales Private Limited, Wing A/4th Floor, HDFC House, H T Parekh Marg, 165, 166, BackBay Reclamation, Churchgate, Mumbai 400 020 (hereinafter referred to as 'HDFC Sales').
2. I declare that in the performance of my employment and duties required of me, I will have to access documents, files, records, customer details, project plans, strategies, developments, execution process, quality metrics etc relating to business of HDFC Sales Private Limited that is proprietary to HDFC Sales Private Limited or its clients (hereinafter called "Confidential Information").
3. I will hold such confidential Information strictly confidential by not, directly or indirectly, making known, or permitting such confidential Information to be disclosed or made known to any person or entity, either inside HDFC Sales or otherwise. I shall faithfully and diligently hold such confidential Information from being disclosed to unauthorized persons. Such persons include, but are not necessarily limited to, persons who are not HDFC Sales employees, persons who are HDFC Sales employees but who do not have a need to know the Confidential Information in order to perform their duties, persons not under a written confidentiality agreement with HDFC Sales in regard to the Confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. I will immediately report to HDFC Sales any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent.
5. All Documents, files, records, strategies, customer details and items of information or equipment relating to HDFC Sales business are and shall remain the property of HDFC Sales including notes, documents, and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from HDFC Sales premises without prior written consent.
6. I declare that notwithstanding the separation of my employment with HDFC Sales for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of HDFC Sales.
7. In the event of my leaving services of HDFC Sales for any reasons, during the 6 month period from the separation date, I shall not directly or indirectly either on my own account or otherwise, canvass or solicit business with any customer or agent with whom I had material dealings in the course of my employment with HDFC Sales.

Executed this 13th month day of 2023, year.

Name of the Employee Girish Nilesh Dileep

Signature of the Employee 

SIL/HR/2022-2023/22

Date: 8th June, 2022

Mr. Suraj Giri
At – Vanegaon, Post – Wadgaon (Dev),
Tq. - Tuljapur, Dist. Osmanabad 413608.

Subject: Offer Letter

Dear Mr. Suraj Giri,

With reference to your application and the subsequent interview with us. We are pleased to offer you the position of “**Promotional Executive**”, in our organization at **Location – Head Office, Pune** on the terms and conditions discussed during the interview.

A detailed appointment letter mentioning the terms and conditions of your appointment will be issued to you at the time of your joining in the organization.

This offer of employment is subject to your joining us on or before **Thursday 16th June, 2022**.

Please sign the duplicate copy of this letter in token of your acceptance and return it back to us.

Welcome to **Sahyadri** group and wish you a long and successful association with the organization.

Yours faithfully,

For Sahyadri Industries Ltd,



Mrs. Shalaka Bhalerao
DGM HR & IR

Received and Accepted,

.....

Date: August 24th, 2020

OFFER LETTER

Dear Akshay Gorde,

Further to your interview, we are pleased to offer you the position of “**SEO Executive**” in our organization.

Salary Structure

1. For your role as **SEO Executive**, you will be paid a retainership fee of **Rs. 96,000/- (Rupees Ninety-Six Thousand Only)** per annum that is **Rs. 8,000/- (Rupees Eight Thousand Only)** per month.
2. The Company is not liable to pay you any other amount beyond that mentioned in point 1 above
3. All taxes on your income (if applicable) shall be payable by you, and deducted at source prior to payment of your salary

Probation & Training Period

As per our Company policy, you will be on probation for a period of 3 months and then, based on your performance and review you will be taken to the next level of employment in the organization. While on probation, you will be provided 'on the job' training.

Cancellation of Offer

This offer and your employment with Credible Markets Pvt. Ltd. is contingent on your satisfactory completion of all verification and / or background reference checks, which may occur at any time prior to / after your effective joining date. Credible Markets Pvt. Ltd. holds the right to defer or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

Termination of Contract

The Company may terminate your services at any time by either giving 30 days' notice or payment of 30 days consolidated retainership fee in lieu of notice. Similarly, it will be

permissible for you to resign from the services of the Company subject to your giving the Company 30 days' notice in writing of your intention to do so. Should you leave the Company without serving the notice period, you will be liable to pay the Company a sum equivalent to your 30 days retainership fee. While serving the notice period, you will execute your duties diligently and sincerely and ensure that the Company does not incur any losses that may arise on account of your non-performance of duties during your notice period.

Primary Duties and Responsibilities

- End-to-end SEO campaign strategy
- On-page and off-page optimization skills
- In-depth knowledge of search engine algorithms and site ranking factors
- Content duplication checking and optimization skills, image and hyperlink optimization skills
- Ability to understand and write user- and search engine-friendly URLs
- Strong link building skills using white hat SEO
- Hands-on experience of website ranking, traffic, and analysis software (Knowledge of Google Analytics, Google AdWords, and Google Webmasters tool – added advantage)
- Monitoring, managing, and improving overall SEO program success with regard to keyword ranking, indexed pages, back links, etc.
- Social Media Marketing, Email Marketing, Landing Page Optimization

Reporting Structure

Your immediate reporting will be to the **Chief Executive Officer**; however, you will also be interacting across teams as and when required.

Copyrights and Disclosure

- During the period of your association with the Company, you shall not disclose any content/data/information about the Company to any outside entity
- Any content or design originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, should be presented promptly when required by the Company
- All rights and copyrights of the work/material you produce either at the Company's

premises or elsewhere shall belong to the Company

- You shall not, whether during or after the termination of your employment, divulge any important information affecting the business and image of the Company to any outside entity
- You shall not, during your employment, except as authorized by the management, divulge or make any information public relating to the Company or its business or any of its customers or any other information that may come to your knowledge in the course of your employment. Even after you cease to be in employment, you shall not reveal to anyone, any information regarding the business operations of the Company.
- If you conceive any new or advanced method of improving designs / processes / formulae / systems, etc. in relation to the business / operations of the Company, such developments shall be fully communicated to the Company and will be, and remain, the sole right / property of the Company
- E-mail facility provided by the Company is to be used exclusively for the Company's official business communication. The Company holds the right to check e-mails sent and received. Sending of any information related to the Company's commercial / financial / technical data to unauthorized persons will be treated as a breach of trust and a serious offense. You shall be solely responsible for any misuse of corporate e-mail and all its consequences including litigation arising thereof.
- The facilities and amenities granted by the Company in excess of the statutory requirements do not form a part of the conditions of service and are subject to change at the discretion of the Company. Any change in the rules, regulations, policies, and orders announced by the Company from time to time and applicable to you will form a part of this contract of employment.
- Your appointment is a full-time assignment and you will not at any time during your tenure with the Company engage in any paid occupation or business outside the Company without obtaining prior written consent of the head of the Company.
- You are expected to deal with the Company's money, material, and documents with utmost honesty and professional ethics. Your service may be dispensed with at any time without any notice if you are found guilty of gross indiscipline, fraud, misappropriation, or acting against the interests of the Company.

Changes to Your Terms of Employment

The Company reserves the right to make reasonable changes to any terms and conditions of your employment. You are responsible to fulfil all the obligations that you may have with previous employers before joining **Credible Markets Pvt. Ltd.** You also agree that **Credible Markets Pvt. Ltd.** is not liable for any obligations that you may have with your previous employers.

Hours of Work

The normal office hours are **nine** hours a day from Monday to Friday. However, you may need to work longer hours or on other days if the requirements of your work so dictate.

Leaves

- You will not be granted any leaves during your period of probation. Leaves availed if any during the probation period will be unpaid leaves and treated as “loss of pay”.
- On successful completion of probation, you will be entitled to **two** days paid leave per month that you can accumulate and utilize on a need basis.

Salary Revisions

Based on your performance your annual salary will be reviewed and adjusted in January each year. Performance appraisals and subsequent salary revisions will be applicable one year after your confirmation as an employee of Credible Markets Pvt. Ltd.

Miscellaneous

- If, at any time in the Company's opinion, you are found guilty of any gross misconduct or of persistent non-punctuality or negligence of your duties or of indiscipline, the Company may terminate your employment without any notice or payment in lieu of notice.
- You shall devote your whole time, attention, energy, and abilities to your work during your employment with the Company, and shall not, during the course of your employment, be employed or engaged in any other work, profession or employment, either honorary or otherwise.
- You shall be governed by the rules and regulations of the Company, as may be applicable to the employees of your category in the Company, from time-to-time.

We express our wholehearted warm wishes towards beginning your career with Credible Markets Pvt. Ltd. and welcome you on board.

Acceptance of Offer

I have carefully read and understood the terms and conditions of my engagement mentioned above and I accept them totally and shall abide by them.

Name: Akshay Gorde

Date: 24th August 2020

Signature:

Place:

For Credible Markets Pvt. Ltd.

Name: Nachiket Ghumare

Date: 24th August 2020

Signature:

Place:

Registered Office 302 Trios, Lalwani Icon, Pune – 411014, Maharashtra, India
Phone +91 (976)-613-1737 | www.crediblemarkets.com



CIN-MAPL-U50101MH1997-PTC105240

MAHALAXMI AUTOMOTIVES PVT. LTD.

MAPL/APP/2018-19/103238

Date: 08/01/2019

To,
Mr. Jayesh Somnath Gunjawate
S/O Somnath Gunjawate,
Kolki Phaltan,
Phaltan,
Satara, Maharashtra-415523

19-20

Sub: Appointment

Dear Mr. Jayesh,

With reference to your application, dated 8th January 2019 and subsequent interview you had with us, we have pleasure to offer you appointment to the post of Dealer Sales Executive

The following terms:

- Initially, you will be on probation for a period of 06 (Six) months, during which period your performance and general conduct will be observed. Your probation period as above may be extended by the company if found necessary.
- You shall be entitled to the following salary / wages and allowance during the course of probation period:

(1) Basic	: 4400 P.M.
(2) HRA	: 1760 P.M.
(3) Conveyance Allowance	: 2420 P.M.
(4) Medical Allowance	: 2420 P.M.
Total Gross Salary	: 11000 P.M.
- Upon completion of your probation period your services may be confirmed if found to be satisfactory by a separate communication to that effect. However, it is expressly understood that unless expressly communicated to that effect, your services shall come to an end automatically, upon completion of the probation period or extension thereof.
- Your services shall be governed by the Standing Orders as framed under the Industrial Establishments (Standing Orders) Act, 1948 and the rules and regulations as applicable from time to time.
- You will be required to attend your duty in the shifts as per the existing schedule or declared from time to time as per the requirements of the organization. You are expressly given to understand that the scope of your duties is as per the existing schedule.



MAHALAXMI AUTOMOTIVES PVT. LTD.

designation and you shall perform any and all types of duties assigned to you depending on the work requirement.

6. During the tenure of your employment, your services are liable to be transferred to any department, section, branch of the company or any other group company across the country existing at present or to be started at any time in future. Upon such transfer you will be governed by rules and regulations & terms and conditions applicable at your place of transfer.
7. Your continuance of service is subject to your complete fitness, physical as well as mental, and during your tenure, the company may require you to undergo such medical tests as deemed fit and your services may be terminated with immediate effect at the sole discretion of the company, if you are found to be unfit to work in any manner.
8. You shall be allowed to avail leave as per the rules and regulations of the company in existence at present or amended from time to time. You shall abide by the travel & deputation rules as framed and notified by the company from time to time.
9. During the tenure of your appointment with us you will devote your full time for the work of the company, and shall not be entitled to accept any part-time work or assignment for any other person or body of persons without the express permission of the Company in that respect.
10. In case you desire or decide to take up any educational course or vocation, you shall be required to inform the company about your intention to do so well in advance and in any case at least one month before the commencement of such course or vocation, as the case may be.
11. You shall always keep the management promptly informed in writing, about any change in the postal address of the place of your permanent or existing residence, with full particulars thereof, including your contact telephone numbers, for the purpose of official communication.
12. You will not disclose or divulge or make public, without express consent of the company, any information in respect of the company and research carried on whether confined to you are which shall become known to you by the nature of your work during the course of your service or otherwise, except under legal obligations to do so.
13. You shall observe strict secrecy regarding the business of the company and shall not divulge, directly or indirectly, or disclose to any person, affairs or any information in respect of the company, or shall not publish any articles or deliver any speech or give any interviews on any subject relating to the company, without the express consent of the company, to that effect.

MAHALAXMI AUTOMOTIVES PVT. LTD.

14. This offer is always subject to correctness of all your personal details and other information furnished in your personal information form, and should there be any discrepancy in any material respect disclosed subsequent to your employment with the company, your appointment shall be liable for termination forthwith without any notice.
15. You shall be responsible for safety and return in good condition the property of the company in your use, custody or charge, which is entrusted to you from time to time, being the requirement of your duties.
16. A free Marathi translation of these terms of appointment is enclosed herewith. However, for all the official and legal purposes, only these original English terms would be considered as valid.

If you are agreeable to the above terms and conditions, please convey your acceptance on the duplicate of this letter.

Yours sincerely,

For Mahalaxmi Automotives Pvt. Ltd.



Manager, HR & Admin

I have read and understood the above terms and conditions/I have been read out and explained the above terms and conditions and I have fully understood the same I do hereby agree to abide by the same. I have subscribed my signature hereunder, in token of having accepted the same.

(Mr. Jayesh Somnath Gunjawate.)

OFFER LETTER

Ref: JC/KHD/OL/005
September 18, 2023

To,

Mr. Nitesh Gurjar
Thakur Complex, B18/102,
Behind, Silvassa Court,
Silvassa - 396230
(UT of Dadra & Nagar Haveli & Daman & Diu)

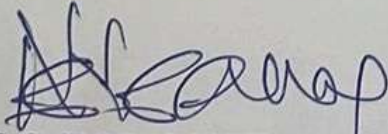
Dear Mr. Nitesh,

Sub: Offer Letter

This has reference to your application dated 12.09.2023 and your final interview on 15.09.2023 in this connection. We are pleased to inform you that you have been selected in our company as Executive HR & Administration. As per the terms and conditions discussed and accepted by you. You will be joining duty on or before 09.10.2023, Monday at our Kherdi Unit.

Please acknowledge the receipt and confirm your joining as per the date mentioned above.

For **JAKSON AND COMPANY**



N. S. HOSAMANI
Sr. V. P. (Works)

JAKSON Care Centre No.: 8800447864

After Sales Support Office: New Delhi, Cont. No.-011-28114072, 09871590738.

E mail - jakson.service@jakpower.com

DG set Sales H.O.: Rajendra Place, New Delhi - 110008

Cont. No.-011-32942054, 65433053/54. E mail-jakson.rp@jakpower.com

Regd. Office : 47, Shardhanand Marg (G.B. Road), Delhi-110006

Cont. No.: 011-23216363, Email: jaksongbr@jakpower.com



★ Authorized Gen Set GOEM of Kirloskar Oil Engines Ltd. ★
★ Authorized Pump Set GOEM of Kirloskar Oil Engines Ltd. ★

www.koel.co.in KOEL Care Centre No. : 1800 233 3344/ 880 633 4433

Date: 30/12/2019

To
Shreyas Kantilal Jadhav,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Shreyas,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.


Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

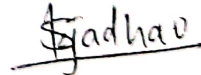
Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd


Sourabh Kumar

Regional Manager- Human Resources

Accepted 

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Metro		
Remuneration		
Components	Monthly	Annually
Basic	11,295	135,540
HRA	5,647	67,770
LTA	2,353	28,237
Supplementary Allowance	10,235	122,819
Total Cash	29,530	354,366
Retiral Benefits		
PF	1,800	21,600
*Gratuity	941	11,290
Total Pay	32,271	387,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	34355	412,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Accepted

Sjadhav

Non Metro		
Remuneration		
Components	Monthly	Annually
Basic	10,420	125,040
HRA	5,210	62,520
LTA	2,171	26,050
Supplementary Allowance	9,303	111,631
Total Cash	27,103	325,240
Retiral Benefits		
PF	1,800	21,600
*Gratuity	868	10,416
Total Pay	29,771	357,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	31855	382,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Accepted Sudhav



JRK INFOTECH PVT. LTD.

IT Infrastructure - Sales IT Support at PAN INDIA IT Staff Augmentation



EMP Code : JRK 260
Name : Aarti Jagtap
Date of Birth : 20.09.1997
Designation : IT Recruiter
Mobile No : +91 9834713811
D.O.J. : 01.12.2023
Blood Group : O+ve



Contact

www.linkedin.com/in/sumedh-kale-4158851a3 (LinkedIn)

Top Skills

Accounting

Microsoft Word

sumedh kale

Student at skn sinhgad school of business management pune
Pune, Maharashtra, India

Experience

Cummins India

Data Entry Operator

October 2021 - November 2022 (1 year 2 months)

Pune, Maharashtra, India

Education

skn sinhgad school of business management pune

Master of Business Administration - MBA, Finance, General · (2018 - 2020)

Contact

www.linkedin.com/in/abhishek-kamble-a666b5157 (LinkedIn)

Top Skills

Team Leadership
Pressure Handling
Creativity Skills

Abhishek Kamble

Sales and Marketing Executive (Project)
Pune, Maharashtra, India

Summary

Looking For a JOB as a Senior Sales executive/Territory Sales manager in Projects Sales.

3.5 year experience as a Project Sales & Marketing Executive

Experience

GM MODULAR

Sales Executive

August 2022 - Present (1 year 6 months)

Pune, Maharashtra, India

GM Modular is a leading manufacturer of electrical solution & has wide range of products like LED lights, fans, wires, cables, switches, home protection.

DHUPAR BROTHERS TRADING PRIVATE LIMITED

Sales Engineer

June 2021 - August 2022 (1 year 3 months)

Pune, Maharashtra, India

Visit Electrical contractor ,Builders &developers office and panel builder.

Prepared quotations & techno-commercials offers.

Managed key accounts & handled spares requirements

Co-ordinated Project Planning and Scheduling with respective departments.

Payment follow-ups & delivery planning

Generated weekly sales reports and reported to the Director and Legrand Area Manager.

Zolostays property solutions pvt.ltd

ACEM

January 2021 - April 2021 (4 months)

Pune, Maharashtra, India

Legrand (India) 66

Marketing Intern
June 2019 - August 2019 (3 months)
Pune

HashTrix Technologies Pvt. Ltd.
Software Test Engineer
February 2017 - May 2018 (1 year 4 months)
Pune Area, India

Education

Sinhgad Institute Of Management
Master of Business Administration - MBA, Marketing · (2018 - 2020)

JNEC
Bachelor of Engineering - BE, Electrical, Electronics and Communications
Engineering

Mukul Mandir School

Reference No. –1445513271

Applicant ID - 4522511

14-June-2020

Prashant

Kapadne.

Dear Prashant,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address :

Telephone No. :

Yours sincerely,

ICICI Bank HR

Team.

Reference No. –1445513271

Applicant ID - 4522511

14-June-2020

Prashant

Kapadne.

Dear Prashant,

We are pleased to make you an offer of appointment as Relationship Manager in ICICI Bank. You will be placed in Branch Banking at Pune – Sadashiv Peth

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 23-June-2020.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - **1445513271**

Prashant Kapadne.

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

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

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - **1445513271**

Prashant Kapadne.

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

: 4:

Reference No. - **1445513271**

Prashant Kapadne.

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Ankit Varma.
CHIEF MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1445513271

Annexure: _

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,94,100/- (Rupees One Lakh Ninety Four Thousand One Hundred only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - **1445513271**

Prashant Kapadne.

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Prashant Kapadne.

Position: Relationship Manager

Group: RETAIL BANKING GROUP

	Relationship Manager	
	Monthly	Annual
Basic	9,000	1,08,000
Supplementary Allowance*	16,175	1,94,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	1,830	21,960
Total CTC	28,355	3,40,260
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	32,855	3,94,260

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 14-June-2020



EMPLOYMENT CONTRACT

Revised Terms and Conditions of Employment

Private and Confidential

November 26, 2023

Neha Kawatikwar

Dear Neha,

On behalf of State Street Syntel Services Private Limited (the "Company"), now a wholly owned subsidiary of State Street Corporation, we are delighted to welcome you to the State Street group.

The core mission of State Street is to help create better outcomes for the world's investors and the people they serve through leadership, innovation, and decisive action. Acquiring talented employees like you is one critical step towards fulfilling our mission.

Your employment terms are hereby revised as per the details provided in this document, including the enclosed Revised Terms and Conditions of Employment (together referred to as the "Employment Contract"). This Employment Contract shall take effect from 1 January 2024.

This Employment Contract serves to set out the contractual relationship of your employment with the Company, and, with the exception of retention bonus, if any, separately committed to be paid to you by the Company which will remain valid, supersedes all prior and/or contemporaneous communications, agreements or understandings, written or oral, with respect to the terms and conditions of your employment with the Company.

Information Classification: General
Confidential
Page 1

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OAM INDUSTRIES (INDIA) PVT. LTD.

Plot No. : 17/A, K.H. No. 104, Mouza Chikhali Deo, Kalmana Market Road, Bharat Nagar Square, Nagpur - 440 035.
Mob. : 9764449791 • Email : hr@haldiram.com • Web : www.haldiram.com

Letter of Appointment

To,
Mr. Shubham Balasaheb Khedkar,
Near Sofiya Power Plant,
Kapustalani,
Amravati,
Maharashtra – 444901.

Date: 25th October 2023

Dear Shubham Balasaheb Khedkar,

We have pleasure in appointing you as “**Senior Officer – Human Resource**” with the Company w.e.f. **25/10/2023** on the following terms and conditions:

Your Yearly Total CTC compensation is **Rs. 3,45,600 /-** (**Rs. Three Lakhs Forty Five Thousand Six Hundred only**) and the structure of your compensation Plan may be altered / changed from time to time in line with the compensation policy and Practices of the organization. Your traveling, conveyance and other expenses incurred on official work will be paid as per the Company Travel Policy.

1. You will be reporting to Assistant Manager – Human Resource.
2. It is expected that you will discharge your assigned responsibilities with higher standard of performance, quality, integrity, and with discipline.
3. You will be initially posted at base location “**Nagpur**”. However, your services are transferable to any Section/Department, Location, office, Associate or Sister Concern or Subsidiary at any place in India, whether existing today or which may come up in future, at any time at the sole discretion of Management. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.
4. You will be on probation period of six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the management. Upon satisfactory completion of your probation, your services will be deemed to be confirmed. For any extension in the probation period separate letter will be issued.

Shubham

Page 1 of 3

SC

INLEAD ELECTRONICS PRIVATE LIMITED

OFFER LETTER

Mr. ROHAN RAMKRISHNA KOLTE

Sub: Offer an appointment as, at our Pune Branch

With reference to your application and subsequent interview conducted at your campus, Pune, Management is pleased to appoint you as Marketing Executive, to work in our Pune branch. Also, go through the attached salary annexure.

Kindly return the duplicate copy of this offer, duly signed, as a token of acceptance of this offer.

Thanking you,

Your's faithfully

Shipra Shrivastava

HR Manager



INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.

Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba - - 400 059, Maharashtra, India
☎ : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

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ANNEXURE

Name: ROHAN RAMKRISHNA KOLTE

Designation: Marketing Executive

CTC-2.8LPA		
Components	Offer(Annual)	Offer (Monthly)
(1) Fixed portion		
Basic Salary	180000	15000
House Rent Allowance	72012	6001
Uniform Washing Allowance	0	0
Education Allowance	0	0
Travelling Allowance	0	0
Medical Reimbursement	0	0
Sub Total (Per Annum)	252012	21001
(2) Special Sales Variable* (P.A)	0	0
(3) Allowance:	0	0
(4) Other Benefits:		
Provident Fund (Company Contribution)	21600	1800
ESIC (Company Contribution)	0	0
Gratuity	8658	722
Sub Total	30258	2522
Annual Cost to Company: (1) + (2) + (3) + (4)	282270	23523
Provident Fund (Company Contribution)	21600	1800
ESI (Company Contribution)	0	0
PT	2500	200
TOTAL DEDUCTION	24000	2000
NET TAKE HOME SALARY	228012	19001

NOTE:

1. Mobile allowances will be Rs.500 from joining onwards
2. Travelling allowances will be Rs.1500 from joining onwards
3. Medical Insurance covers Rs.3lpa from joining onwards



Employee Signature:

INLEAD ELECTRONICS PRIVATE LIMITED (Formerly known as OPPO MOBILES MU PVT LTD)

Branch office : 201, 2nd Floor, Marvel Allana Building, Lane No. 5, Above Kargo Hotel, Koregaon Park, Pune - 411001.
 Regd. Office : Unit No. 301, 3rd Floor, CTS No. 540 A, A.J. House, Andheri Kurla Road, Andheri (East), Mumba- - 400 059, Maharashtra, India
 : 022-615 724 51/52, CIN No.: U51101MH2015PTC268314

Scanned by CamScanner



21st November 2020

Sub: Offer of employment by Pin Click

Dear **Rohit Rajendra Kulkarni**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **“Property Advisor”**, with effect from **2nd December 2020**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached here with as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Rohit Rajendra Kulkarni	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2nd December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <p>There will be 14 days of training period and an assessment then your payroll will start</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rohit Rajendra Kulkarni	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2nd December2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	Sub-Total I / Gross Pay	26,589	3,19,068
Benefits			
B	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	1,411	16,932
Total A + B	Cost to the Company	28,000	3,36,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary by Person tax and Employee contribution towards PF,ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik
KinraCo Founder



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with PinClick I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____



OFFER FOR EMPLOYMENT

Dear SATYENDRA,

On behalf of Great West Global Business Services India Private Limited ("Great West Global" or "Company"), we are pleased to offer you a Full time as Spec Processing Money-In in the company. You will be required to join Great West Global in Bangalore on mutually agreed upon date.

Your gross annual Total Fixed Pay (TFP) will be ₹380,000.00 (INR Salary), subject to deduction of tax at source and other statutory deductions in compliance with the prevailing tax & other applicable laws.

Further, you will also be eligible for Gratuity and other benefits & facilities as per applicable Company Policy(s). The details of benefits & facilities will be provided to you by your Manager or Human Resource Department as a part of your New Hire Orientation. If you have additional questions, please contact GWG Human Resources at EmpowerIndia_ESS@empower-retirement.com.

Included in this offer letter is a List of Documents that you are required to submit on or before the date of joining Great West Global.

Your employment with Great West Global is considered to be at-will and may be terminated by you or Great West Global at any time subject to applicable notice period. Your appointment at Great West Global will require you to be bound by the prevailing Great West Global code of conduct and all other rules, regulations, policies, procedures and guidelines in relation to your personal and professional conduct.

The Company shall conduct background checks to verify your work history, education, criminal history and other information as required by Company policy, client requirements & applicable laws. The Company reserves the right to take appropriate action based on the results of background check. Your employment with Great West Global is subject to you providing all the requested documents and successfully clearing the background checks.

We look forward to you joining the Great West Global team. I take this opportunity to wish you a long and successful career at Great West Global.

Sincerely,

For Great West Global Business Services India Pvt Limited

Shilpy Sharma

Regional Head HR- Human Resources

This is an electronically generated document and doesn't require a signature.



Name: SATYENDRA KUMAR
Position: Spec Processing Money-In
Department: Operations Transaction Processing (Amresh Kumar)

Per MONTH Breakdown (Rupees)

Basic (40% of Total Fixed Pay)	INR 17,000.00
HRA (40% of Basic Salary)	INR 6,800.00
Statutory Bonus	INR 3,400.00
Special Allowance	INR 0.00
Leave and Travel Allowance	INR 2,426.67
PF Employer Contribution	INR 2,040.00

Total Fixed Pay (Per MONTH): INR 31,666.67

Per ANNUM Breakdown (Rupees)

Basic (40% of Total Fixed Pay)	INR ₹204,000.00
HRA (40% of Basic Salary)	INR ₹81,600.00
Statutory Bonus	INR ₹40,800.00
Special Allowance	INR
Leave and Travel Allowance	INR ₹29,120.00
PF Employer Contribution	INR ₹24,480.00

Total Fixed Pay (Per ANNUM): INR ₹380,000.00

Annual Bonus Program

Beginning January 1, 2022, you are also eligible to participate in our Annual Bonus program (ABP) for the 2022 performance year beginning from your date of hire. Associates hired on or after October 1, 2022 are not eligible to receive a merit or participate in the Annual Bonus Program for the 2022 calendar year.

Your bonus reward opportunity will be 8.0% of your earned Total Fixed Pay. ABP awards are contingent on a variety of factors including individual and company performance, and will be determined by the Company in its sole discretion. The ABP is subject to change or termination at any time with or without notice.

To be eligible to receive any Annual Bonus payments, you must be actively employed by Great West Global and fully in compliance with the Company's policies concerning job performance and conduct as of the date Great West Global determines the Annual Bonus is earned, determinable and payable. The Annual Bonus payments will be subject to tax withholdings and other authorized deductions.

**Hours Of Work**

Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Your initial log in time will be 6:30 PM IST. Please note that your login time may vary according to business needs or changes as per day light savings time. The 40-hour work week does not include the additional one-hour break time to which employees are entitled each workday. You may be required to work in a shift pattern 5 days a week. In a shift pattern, you may be required to work a night shift. Your shift hours may be subject to variation, as per the business process requirements which will be notified to you from time to time. Depending on the shift pattern you work, you may be eligible for a shift allowance which will be notified to you as well. Please note that your entitlement to paid holiday and shift allowance may change if your shift pattern is altered.

List of documents to be submitted prior to joining Great West Global

1. Education Certificates
2. Relieving Letter from Previous Employer (last 03 employers)
3. COVID vaccination certificate. If you are unable to take vaccine due to medical reasons, please attach appropriate certificate from certified medical practitioner.
4. Copy of Aadhar Card, Passport & PAN Card
5. Six (6) passport size photographs



EMPLOYMENT AGREEMENT

This employment agreement ("**Employment Agreement**") is made on this the 16 day of August at 2022 ("**Agreement Date**").

BETWEEN:

Great West Global Business Services India Private Limited, a company incorporated under the New Companies Act, 2013, having its registered office at **Embassy TechVillage Special Economic Zone 1st Floor, 2A West Tower, Embassy TechVillage Outer Ring Road, Devarabisanahalli, Varthur Hobli, Bangalore 560 103, Karnataka** (hereinafter referred to as the 'Company' which expression shall where the context so requires, be deemed to include its successors and assigns) represented by its authorized signatory **Shilpy Sharma**, of the **ONE PART**;

AND

SATYENDRA KUMAR residing at Prabhunath Nagar, Prabhunath Colony, C 232, Chhapra, Saran- 841301, Bihar India (hereinafter referred to as the 'Employee' which expression shall where the context so requires be deemed to include [his/her] heirs, successors, permitted assigns, executors and administrators) of the **OTHER PART**.

(The Company and the Employee are hereinafter collectively referred to as the Parties and individually as a Party)

WHEREAS:

- A. The Employee has applied to the Company for an appointment to the post of Spec Processing Money-In-1 and has represented that [he/she] is qualified for the said post and competent to carry out the functions expected by the Company of an incumbent to the said post.
- B. The Company, relying on the representations of the Employee, is desirous of engaging the Employee on the terms and conditions herein set out.

IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. ENGAGEMENT

The Company hereby engages the Employee as a Spec Processing Money-In-1 with effect from 08/16/2022 on the terms and conditions set out herein and the Employee hereby accepts such engagement.

2. TERM

The term of the Employee's employment with the Company shall commence from 08/16/2022 and continue thereafter unless terminated in accordance with Clause 9 or upon retirement as per Clause 10 below ("**Term**").

3. DUTIES, RESPONSIBILITIES, AND REVIEW

3.1 As a Spec Processing Money-In-1, the Employee shall be required to perform such tasks commensurate with his or her designation and experience which may be assigned from time to time.



3.2 The broad duties and responsibilities to be discharged by the Employee as a Spec Processing Money-In-1 are detailed in hereto.

3.3 While the Employee will be based out of Bangalore, India he or she may be required to travel within India and/or abroad in the performance of any duties or responsibilities assigned to him or her.

3.4 The performance of the Employee shall be reviewed periodically by the Company. Salary increment is discretionary and will be based on several factors, including the Employee's performance and the Company's business results for the period under review.

4. HOURS OF WORK AND LEAVE

4.1 Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Your initial log in time will be 6:30 PM IST. Please note that your login time may vary according to business needs or changes as per day light savings time. The 40-hour work week does not include the additional one-hour break time to which employees are entitled each workday. You may be required to work in a shift pattern 5 days a week. In a shift pattern, you may be required to work a night shift. Your shift hours may be subject to variation, as per your process requirement which will be notified to you from time to time. Subject to the shift pattern you work, you may be eligible for a shift allowance which will be notified to you as well. Please note that your entitlement to paid holiday and shift allowance may change if your shift pattern is altered.

4.2 The Employee shall be entitled to leave as per the Company policy.

5. REMUNERATION, BONUS AND EXPENSES

5.1 The Employee's annual gross compensation will be ₹380,000.00. The payment of any amounts by the Company will be subject to the deduction of tax at source and other statutory withholdings as may be applicable. The Employee will be responsible for the payment of any tax on his or her income from the Company. The monthly compensation will be paid to the Employee in arrears on the last week of every month/in accordance with Company's policy. The compensation offered to the Employee shall be reviewed at the discretion of the Company and the Company reserves the right to change the structure of the salary/compensation from time to time, with the prior intimation to the Employee.

5.2 The Company shall also reimburse the Employee for any reasonable, documented out-of-pocket business expenses (i.e. business travel and entertainment expenses) incurred by the Employee for the purpose of and in connection with the performance of the duties and responsibilities pursuant to this Employment Agreement. The Employee shall, however, be entitled to such reimbursement upon his or her presentation to the Company of receipts or other statements itemizing and documenting such expenses in reasonable detail and to the satisfaction of the Company and being consistent with the Company's policies.

5.3 The Employee shall not discuss his or her compensation stated hereinabove with the other employees as the same is a personal matter between the Employee and the Company.



6. CODE OF CONDUCT

6.1 The Employee shall in the course of his or her employment be required to adhere to and follow all applicable laws, and the Company's policies and instructions as applicable from time to time. Each of such policies will be deemed to be a part of this Employment Agreement and constitute the understanding between the Company and the Employee governing the terms of the employment.

6.2 The Employee is aware and acknowledges that the Company is committed to the promotion of an environment that values the diversity of the workforce and is free from discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin. The Employee shall be required to observe this policy at all times during the course of employment with the Company.

6.3 The Employee shall at all times keep the affairs or secrets which he or she may come across during his or her employment with the Company unto himself. The Employee agrees to abide by all Company policies designed to safeguard confidential and private information of the Company and the Company's customers. To the extent that the Employee has agreed to confidentiality or non-disclosure agreements in prior employment relationships, he or she agrees to comply with such agreements and not to use or disclose the confidential and proprietary information of others in connection with his or her employment by the Company.

6.4 The Employee shall display the highest standards of propriety and integrity in all his or her dealings with the Company, its clients, customers, consultants, employees and service providers.

7. ANTI BRIBERY AND ANTI CORRUPTION LAWS

The Employee is aware that the Company has zero tolerance and is committed to comply with all applicable Anti-Bribery & Anti Corruption laws and the Employee hereby agrees to commit with highest standards of integrity and will always comply with all the 'Anti-Bribery & Anti-Corruption Policies' of the Company. The Employee acknowledges that any violation of Anti Bribery & Anti Corruption Policies of the Company could result in immediate termination of employment and also would be subjected to other applicable legal action.

8. BACKGROUND CHECKS

The Employee understands and agrees that the Company shall conduct background checks to verify Employee's work history, education, criminal history and other information as required by Company policy, client requirements or applicable law. The Company reserves the right to take appropriate action based on the results of the background checks, including disciplinary action up to and including termination of employment.

9. PROBATION

On joining the Company, you shall be on probation six (06) months from your date of joining and your employment will be confirmed automatically unless and until you are explicitly informed otherwise. The probation period may be curtailed or extended by the company at its sole discretion and will be communicated in writing. The Company reserves the right to extend the probationary period in the event where performance or conduct is not up to expectation.



10. TERMINATION

10.1 Each Party shall be entitled to terminate this Employment Agreement by giving three (03) months prior written notice ("Notice Period") of their intention to do so or by paying salary in lieu thereof. The Company depending upon business requirements reserves the right to enforce serving of Notice Period by the Employee and not to accept salary in lieu the Notice Period. During probation, your service can be terminated with one (01) month notice by either Party.

10.2 Notwithstanding anything to the contrary contained herein, the Company may terminate the services of the Employee at anytime, with immediate effect by a notice in writing (without notice or salary in lieu thereof as contemplated in clause 10.1 above), for Cause. For purposes of this Employment Agreement, "Cause" is defined as misconduct, including but not limited to the following conduct by the Employee: (a) fraudulent, dishonest or undisciplined conduct, or breach of integrity; (b) misappropriation or misuse of Company property; (c) insubordination or failure to comply with the directions given by persons so authorized; (d) conviction for any offence involving moral turpitude; (e) breach by the Employee of any terms of this Employment Agreement or of any Company policy or other documents or directions of the Company or its authorized representative; (f) irregularity in attendance; (g) persistent unsatisfactory work performance, or neglect of duties; or (h) other conduct by the Employee which is regarded by the Company as prejudicial to its own interests.

10.3 If the Employee remains absent unauthorized for a period of three (3) or more consecutive working days or remains absent unauthorized for a period of three (3) working days beyond the period of leave originally granted or subsequently extended, the Company may at any time thereafter, give a notice to the Employee at his or her last known address calling upon him or her to report back for work and seek an explanation in writing, for such absence within five (5) calendar days of the date of notice, and unless the Employee reports for duty within such time and gives satisfactory explanation for his or her absence, he or she will be deemed to have voluntarily resigned / abandoned his or her employment. However, if the Employee reports for work and submits a satisfactory reply within the time stipulated, the Employee may be permitted to resume duty without prejudice to the right of the Company to take suitable action.

10.4 The Company reserves the right to require the Employee not to attend to work and/or not to undertake all or any of his duties of employment during any period of notice (whether given by the Employee or the Company), provided that the Company shall, in the circumstances contemplated in Clause 10.1 herein, continue to pay the Employee his or her salary and applicable benefits for the duration of the notice. The Employee agrees that his obligations of confidentiality, good faith, loyalty and fidelity shall continue to remain in force notwithstanding any such period of granted leave or notice period.

10.5 On termination of employment for any reason, the Employee must immediately return to the Company in accordance with its instructions all equipment, correspondence, records, specifications, software, disks, models, notes, reports and other documents and any copies thereof and any other property belonging to the Company (including but not limited to the Company's property, keys, credit cards, equipment and passes) which are in his or her possession or control. The Employee must, if so required by the Company, confirm in writing that he or she has complied with his or her obligations under this Clause 10.5.

11. COVID 19 VACCINATION REQUIREMENTS

As per mandate issued by Karnataka State Government Labor Department, only associates who are vaccinated with 2 doses of COVID 19 vaccine will be permitted to visit or work from office location and all establishments are required to maintain the proof of vaccination at workplace. To that effect, Empower requires COVID-19 vaccination status or an approved recommendation for all associates. Even if an associate is hired with a workplace flexibility arrangement, they may still participate in in-person business activities (town halls, teambuilding events, Empower U) and therefore, must comply with the COVID 19 policy.



12. RETIREMENT

The employee will automatically retire from the services of the company on the last day of the calendar month in which the employee attains the age of 60 years as per Company's records.

13. ENTIRE AGREEMENT

This Employment Agreement and the Company policies as amended and applicable from time to time, supersedes, terminates, and replaces any and all other agreements or statements between the Parties relating to the subject matter hereof and constitutes the entire understanding between the Parties in relation to the Employee's engagement as a Job Posting Title with the Company.

14. NOTICES

14.1 All notices hereunder shall be given to the Parties at their respective addresses set forth above until a new and different address shall be duly notified to the other party.

14.2 Any notice, direction or other instrument required or permitted to be given under this Employment Agreement shall be deemed to have been validly and effectively given on the recorded date of delivery or receipt.

15. GOVERNING LAW

The provisions of this Employment Agreement shall be governed by, and construed in accordance with the laws of India. Each Party agrees that the courts at Bangalore shall have the exclusive jurisdiction to resolve any disputes arising under this Employment Agreement.

16. MISCELLANEOUS

16.1 Each covenant contained in this Employment Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.

16.2 If any covenant contained in this Employment Agreement would be determined as void but would be valid if the period of application were reduced or if some part of the covenant were modified, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.

16.3 The Employee agrees that the provisions of this Employment Agreement are reasonable in view of the nature of the Company's business and the high degree of sensitivity of the Employee's employment with the Company given the nature of the duties and responsibilities and the information and other details that the Employee will have access to while in the employment of the Company. The Employee also agrees that his or her employment by the Company and salary and benefits under this Employment Agreement are sufficient consideration for the covenants and other obligations contained in this Employment Agreement.

16.4 The provisions of Clauses 15 and 16 shall survive the expiry or termination of this Employment Agreement.

16.5 The Employee acknowledges that the services to be rendered under this Employment Agreement are unique and personal. Accordingly, the Employee shall not be entitled to assign any of his or her rights or obligations under this Employment



Agreement. However, the Company is entitled to assign its rights and obligations herein in whole or part to any of its parent, subsidiary or affiliated entities.

Authorized Signatory

Great West Global Business Services India Pvt. Ltd.

By signing below, I acknowledge that I have read and fully understand and accept all the terms and conditions of this Employment Agreement:

Signature:

Name:



ANNEXURE – B –

AGREEMENT TO PROTECT COMPANY INTELLECTUAL PROPERTY, CONFIDENTIAL INFORMATION, CUSTOMERS AND EMPLOYEES

This agreement ("Agreement") is made on this the 16 day of August at 2022 ("Agreement Date").

BETWEEN:

Great West Global Business Services India Private Limited, a company incorporated under the New Companies Act, 2013, having its registered office at **Embassy TechVillage Special Economic Zone 1st Floor, 2A West Tower, Embassy TechVillage Outer Ring Road, Devarabisanahalli, Varthur Hobli, Bangalore 560 103, Karnataka** (hereinafter referred to as the 'Company' which expression shall where the context so requires, be deemed to include its successors and assigns) represented by its authorized signatory **Shilpy Sharma**, of the **ONE PART**;

AND

SATYENDRA KUMAR residing at Prabhunath Nagar, Prabhunath Colony, C 232, Chhapra, Saran- 841301, Bihar India (hereinafter referred to as the 'Employee' which expression shall where the context so requires be deemed to include [his/her] heirs, successors, permitted assigns, executors and administrators) of the **OTHER PART**.

(The Company and the Employee are hereinafter collectively referred to as the Parties and individually as a Party)

WHEREAS:

- A.** The Employee and Company have entered into an employment agreement dated 08/16/2022 for an appointment of Employee to the post of Spec Processing Money-In ("Employment Agreement").
- B.** The Company and Employee wish to enter into this Agreement to further define and clarify Employee's responsibilities with respect to Company intellectual property, confidential information, customers and employees.
- C.** This Agreement shall be read in conjunction with, and as a supplement to, the Employment Agreement.



IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. INTELLECTUAL PROPERTY, DISCOVERIES, INVENTIONS AND RIGHTS TO MATERIALS

The Employee agrees that all intellectual property, including without limitation, any inventions, improvements, discoveries, data, databases, compilations of statistical, demographical or other data, whether in hard copy or electronic form, recordings, works of authorship, programming tools, reports, designs, analysis, user or procedural manuals and other supporting material, summaries, literature, test results, recommendations, drawings and work papers concerning the business and/or the Company (collectively referred to as the **"Intellectual Property"**) compiled or prepared by or invented by the Employee during the Term, either alone or jointly with any other Person(s), which relate to or are connected or are capable of being associated with the Company's business activities, are the sole and exclusive property of the Company. The Employee will disclose fully to the Company such Intellectual Property, both while in the employment of the Company and thereafter and at the request of the Company, take such steps as may be necessary for the Company to obtain applicable protection for such Intellectual Property. The Employee hereby assigns absolutely and beneficially all such Intellectual Property to the Company. The Employee hereby agrees to, at the expense of the Company, assign absolutely and beneficially all such Intellectual Property to the Company or as it may direct and the Employee shall execute any documents and take any actions as may be required by the Company in this regard. It is clarified that the Employee will not be entitled to any additional compensation for the aforesaid but the Company will meet the expenses incurred in connection with the above. The Employee further agrees that, notwithstanding the provisions of Section 19(4) of the Indian Copyright Act, 1957, the assignment in terms of this clause shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of 1 (one) year from the date of such assignment. The Employee hereby agrees that he or she will waive any right to and will not raise any objection or claims before the Copyright Board or any other appropriate authority with respect to the assignment, pursuant to Section 19A of the Indian Copyright Act, 1957.

2. NON-COMPETE AND NON-SOLICIT

2.1 The Employee's employment with the Company shall be on an exclusive and full time basis. The Employee shall not, during the Term, work in any capacity whatsoever for any other person, without the Company's specific prior written consent. The Employee shall not engage in any acts or deeds which could be detrimental to the interest of the Company, affect the reputation of the Company or cause the Company to be involved in any legal, Unethical or other controversy or commit any other acts or deeds that are in breach of the Company's policies.

2.2 Further, the Employee shall not for a period of two years from the date of termination of his employment with the Company for any reason (whether such termination is voluntary or involuntary or with or without cause), shall not solicit, recruit, interfere with or endeavor to entice away from the company or any of its affiliates (or in any way assist another in recruiting, soliciting or inducing), any employee, Person who is/was a client, customer of, or is been dealing with the Company or any of its affiliates. The Employee acknowledges and confirms that the restrictions in the clauses 2.2 & 2.3 are a material term of this Agreement and that the Company has agreed to employ the Employee and make payment of the amounts detailed in the Employment agreement, *inter alia*, on the basis of this undertaking and commitment by the Employee.



3. CONFIDENTIALITY

3.1 The Employee shall not at any time during or any time after termination of his employment, without the Company's prior written consent, reveal or disclose to any person outside of the Company, or use for Employee's benefit or for the benefit of any other person, any Confidential information or Privileged Information, as defined below which could injure or cause loss or be calculated to cause loss or injury to the Company or any of its contracting parties.

3.2 For the purpose of this Agreement. "Confidential Information" means any non-public information concerning the business or affairs of the Company or concerning the Company's Customers, Clients or employees which is valuable to the Company, including but not limited to the following:

3.3 Financial information, Company's data, database, research and development, product and property plans, designs, protocols, prices, finances, marketing plans, business opportunities & strategies, information concerning new or potential products or markets, investment models, salary, bonus or other personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, to any person, firm or clients.

"Privileged Information" is any information on which the Company can claim any recognized privilege, including, but not limited to, the attorney – client and work product privileges.

The Employee understands and agrees that all such 'Confidential Information and 'Privileged Information', however or whenever produced, shall be the Company's sole property, and shall not be removed by Employee (or anyone acting on behalf or at the direction of the Employee) from Company without the Company's prior written consent. The Employee also agrees to comply with the Company's policies and procedures in effect from time to time regarding 'Confidential & Privileged Information'.

The Employee further understands and agrees that, upon termination of employment, the employee shall deliver to Company all copies of all documents, equipment, property or material of any type in possession, custody or control of the Employee that belongs to the Company, or that contain, in whole or in part, any Confidential Information or Privileged Information.

If any of the provisions of this Agreement are determined to be unenforceable in whole or in part, the Employee understands and agrees that such determination shall not affect the validity and enforceability of the remainder of this Agreement.

Authorized Signatory

Great West Global Business Services India Pvt. Ltd.

By signing below, I acknowledge that I have read and fully understand and accept all the terms and conditions of this Employment Agreement:

Signature:

Name:



Me-Hin Tech-Edge Solutions

Manoj Indl Estate, 40-A,
G. D. Ambekar Road,
Wadala, Mumbai – 400031
Board # : +91 22 62773400
contact@mehin.in
www.mehin.in

Date: 4-Jul-23

MTSCDC02755

To
Mr./Mrs. **VILAS ARJUN KUTE**
RAHURI

Subject: Appointment Letter

Dear VILAS ARJUN KUTE,

We welcome you to join "Me-Hin Group" and foster your passion for excellence. "Me-Hin Group" is dedicated to providing opportunities, career advancement and development. We are sure you will find your career with us a challenging and rewarding experience full of opportunities.

We are pleased to make an offer of employment and appoint you as **Sales Officer** with "Me-Hin Group" on the following terms and conditions:

TERMS AND CONDITIONS:

1. Salary and benefits

Your Salary and benefits are as detailed in the Annexure enclosed herewith.

2. Place of work

Your initial employment location will be **RAHURI**. However, your services are transferable and you may be assigned to any location in India, where the Company or any of its associate or sister concern or its subsidiary or clients, conduct business, at the sole discretion of the "Me-Hin Group" management. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

3. Probation and Notice Period

You will be on probation for a period of six months from the date of your joining which may be extended by "Me-Hin Group" at its discretion. On satisfactory completion of the probationary period, you will be considered for confirmation, subject to your performance meeting the requisite standards. During the probation period, "Me-Hin Group" may terminate this contract by giving fifteen days' notice in writing or pay fifteen days of basic salary in lieu of notice period. If your services are found satisfactory during the probation period, you will be confirmed in the present position. You will be required to give **Thirty Days'** notice or salary thereof in case you decide to leave "Me-Hin Group" however this will be subject to the final discretion of "MTS". In the event of you having any incomplete assignment then "Me-Hin Group" will have the discretion to relieve you only at the end of thirty days' notice period. Similarly, "Me-Hin Group" can terminate your services by giving Thirty Days' notice or basic salary pertaining to this period. However, "Me-Hin Group" reserves the right not to accept payment in lieu of notice and at its sole discretion may enforce the notice period.

4. Code of conduct

You shall devote your whole time and attention to the business and interest of "Me-Hin Group" and shall not engage in any other business or occupation whatsoever, except with "Me-Hin Group" consent in writing. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind of otherwise, without the prior written permission of "Me-Hin Group". Also you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of "Me-Hin Group".

You shall not directly or indirectly work or do consultancy or engage in any such services of any other organisation, company or firm or any company which is subsidiary or parents of a company which is in direct competition in business with "Me-Hin Group" for a period of six months from the date of leaving the services of "Me-Hin Group".

You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.

You shall honour and comply with all rules and regulations of "Me-Hin Group" and statutory requirements in letter and spirit.

You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to "Me-Hin Group" products, services or to any matter with which "Me-Hin Group" may be concerned, unless you have previously applied to and obtained the explicit written permission from "Me-Hin Group". Any breach thereof, shall be deemed to be violation of "Me-Hin Group" policies and would be treated in accordance of clause 10.

5. Confidentiality

You shall maintain utmost secrecy with regard to confidential and proprietary information relating to "Me-Hin Group". This information includes and is not limited to technical processes, finances, dealings with information relating to suppliers, employees, agents, distributors and customers.

You shall not, during your employment and at all times thereafter, directly, or indirectly use or disclose confidential information except for the sole benefit of "Me-Hin Group". This restriction shall cease to apply when 1) it may come into the public domain, otherwise than through unauthorized disclosure by you or 2) you shall be obliged to disclose such information by law.

You shall not take copies of confidential documents or information for your own purposes, and forthwith upon relieving on resignation / termination, you shall return to the company all documents, records, and accounts in any form (including electronics, mechanical, photographic, and optic recording) relating to the matters concerning the business or dealings or affairs of "Me-Hin Group".

You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to and with the Human Resources Department.

6. Secrecy

During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regards to the affairs of "Me-Hin Group" and shall keep confidential any information, instruments, documents, etc., relating to "Me-Hin Group" that may come to your professional knowledge as an employee of "Me-Hin Group".

7. Work done for Hire

All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with "Me-Hin Group", shall be considered works made for hire owned exclusively by "Me-Hin Group". You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to "Me-Hin Group".

8. Assets and Materials furnished by "Me-Hin Group"

"Me-Hin Group" shall own all assets, materials / requirement it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your employment or upon "Me-Hin Group" request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all "Me-Hin Group" property, which may be in your use, custody or charge.

9. Non-Solicitation

For a period of one year after termination of your employment, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of "Me-Hin Group" during the twelve months prior to your separation from "Me-Hin Group". During the term of your employment with "Me-Hin Group" and for a period of 12 months thereon, you shall not solicit, entice our personnel, contractors to terminate their employment with us / join with any other organization / firm. For the purpose of this section, the expressions client or customers mean those with whom you have interacted or dealt with by virtue

of your employment with "Me-Hin Group", during the term of your employment with "Me-Hin Group"

10. Termination

"Me-Hin Group" reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory. Any violation of the above mentioned or any other procedures and policies of "Me-Hin Group" would attract action as per "Me-Hin Group" disciplinary policy in force, including and up to termination. In the event of termination by "Me-Hin Group" on account of breach of disciplinary policy, "Me-Hin Group" will not be liable to pay amount in lieu of notice.

11. Signing of agreement for Training or any other business purpose.

You may be required to sign an agreement as per the "Me-Hin Group" policy, for training or any other business purpose.

12. Reporting

You will report to the person to whom you are assigned by the "Me-Hin Group" Management.

13. General

Your appointment will be governed by the rules and regulations in vogue and those that may change from time to time. With respect to any subject matter(s) / issues(s), if any conflict arises between this Offer cum Appointment Letter and any subsequent agreement(s)/letters, then the respective provision(s) in such agreement(s) shall prevail over the Appointment Letter.

All payments to you, by "Me-Hin Group" shall be subject to the deduction of applicable taxes / levies, as per the prevailing statutory provisions.

The above terms and conditions are based on the "Me-Hin Group" policies and other rules currently applicable in India and are subject to amendments, regulations of "Me-Hin Group" as shall be in force. Only those authorized by a specific approval by "Me-Hin Group" or letter of authority signed by the Proprietor or power of attorney may sign legal documents, representing the organization. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules of "Me-Hin Group" framed from time to time.

We look forward to having you on board on or before 7/4/2023. Please sign and return the duplicate copy of this letter and annexure attached herein as a token of your acceptance of the terms and conditions mentioned herein. This offer cum appointment letter is valid only if the above two conditions are met, else this letter shall stand void.

Yours Sincerely,

Me-Hin Group – Central Admin

For Me-Hin Tech-Edge Solution

Central Admin 

End : Annexure – Salary working and other benefits, Mandatory documents to be produced at the time of joining.

At the timing of joining, please submit the following documents:

- **Educational Qualification Proof (Certificate etc)**
- **All previous organizations – Appointment Letter / Relieving Letter / Experience Letter / Latest Salary Revision Letter**
- **ID Proof & Address Proof**
- **Income Tax PAN (Permanent Account Number) Card**
- **2 – Photos of the candidate,**
- **2 - Post Card Size Family Photo (for ESIC)**
- **Aadhar Card Copy**

This offer of employment is being made considering the facts and information submitted by you in your Resume about your academic credential, compensation and work experience. Any deviation on the above will entitle the company to take decisions deemed fit and as per the existing "Me-Hin Group" policy.

Please note "Me-Hin Group" may conduct a reference check on you either directly or through an appointed agency about your academics, previous employment, family background, character and conduct.

I have gone through the contents of this letter and understand the contents. By affixing my signature, I confirm my acceptance of the terms of this letter.

Candidate Signature: _____

Date: _____

Date of Joining: _____

Annexure

Salary Head	Amount (Rs.)
Basic	12650
HRA	1053
Conv	0
Oth Allow	0
Incentive	0
Total Gross Fees	13703
Employee_PF	1518
Employee_ESI	103
Professional Tax	200
EWF	0
Total Deduction	1821
Net Salary	11882
Employer_PF	1645
Employer_ESI	446
Employer EWF	0
Cost to Company	15794



Date: 10.06.2019

Ref No: 00014769/A31/7004

**SHUBHAM UDDHAV LAHADE
SINHGAD SHRUSTI APARTMENT FLATNO402
AMBEGOAN**

**PUNE 411046
Maharashtra**

Dear SHUBHAM UDDHAV,

We are pleased to offer you a position as "**Associate Operations**" with AXA Business Services Pvt. Ltd (the "Company"). You will be required to report for work on or before **20 June , 2019** up to which date this offer is valid. Your total employment Cost to Company will be **Rs. 279192.00/-** per annum, effective from your date of joining the Company.

Based on performance, you will be eligible for annual incentives as per the Company norms. You are required to submit a copy of the relieving letter from your previous Organization (if any) mentioning the cause of separation on your date of joining. Your employment with the company and continuance thereof is subject to your successful reference check & medical fitness. In case you fail to meet any of the above, this offer will be deemed as cancelled.

You will be governed by all the rules and regulations of the company in force and as applicable from time to time.

"You will be entitled to an annual increment in **April 2020**".

As per company policies in case your work entitles you to travel on-site you are required to sign an undertaking for one year.

Please signify your assent by signing the copy of this offer letter.

Wishing you a great career and growth options with AXA Business Services.
Yours sincerely,

For **AXA Business Services Pvt. Ltd.**

**Shyamala Jayakumar
Head Talent Acquisition**

AXA Business Services Pvt. Ltd.

CIN : U67200KA1995PTC018761

- Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560 045,India.
- Ecolopolis, Second Floor, Block No-E3, Hinduja Realty Ventures Ltd, Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Kattigenahalli Village, Yalahanka Hobali Bangalore-560063
- Marvel Edge, Block C & D, 1st to 4th Floor, Survey No 207/1A+33A, Lohegaon, Viman Nagar, Pune 411 014, India Tel:(020) 66076000/9000 Fax:(020)6605 2830/1
- Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Sade Satta Malli, Hadapsar, Pune # 411028, India
Website : www.axa-bs.com



ANNEXURE - 1

BREAKUP OF TOTAL COMPENSATION PACKAGE		
Name :	SHUBHAM UDDHAV LAHADE	
Designation :	Associate	
Level :	A1	
(A) FIXED COMPONENTS	Rupees per Annum	Rupees per Month
Basic	82302	6859
Company contribution to PF	9876	823
HRA	106718	8893
Bonus	6859	
Sub Total	205755	16575
TOTAL (E)	195879	15752
TOTAL FIXED PAY (TFP) = (A)	205755	
(B) PERFORMANCE INCENTIVE		
Performance Bonus @5% of TFP	10288	857
TOTAL (B)	10288	
(C) RETIRALS & OTHER BENEFITS		
Gratuity	3957	
TOTAL (C)	3957	
TOTAL SALARY (TS) = (A+B+C)	220000	
Medical Insurance Premium	9500	
Shift Allowance (If Applicable)	38400	
Company Contribution to ESI (if applicable)	11292	941
TOTAL (D)	59192	
TOTAL COST TO COMPANY (TCC) = (A+B+C+D)	279192	

For AXA Business Services Pvt Ltd.

Shyamala Jayakumar
Head Talent Acquisition

AXA Business Services Pvt. Ltd.

CIN : U67200KA1995PTC018761

- Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560 045, India.
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- Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Sade Sade Mall, Hadapsar, Pune # 411028, India
Website : www.axa-bs.com



Note:

- 1) Total take home salary = E, subject to tax and employee contribution to PF.
- 2) Performance Bonus mentioned above is indicative and is paid out to all such employees who are on the active rolls of the company, as on the date of Performance Bonus payout.
- 3) All employees will be covered under Group Term Life insurance with additional critical and terminal illness for a principal amount limited to five times the TFP.
- 4) Employees (self, spouse and two children) are covered under Group Medical Insurance for a sum of Rs.200,000 per annum for any hospitalization expenses.
- 5) All employees will be covered against personal accident for a principal amount limited to five times the TFP.
- 6) All employees will also be covered under Employees Deposit Linked Insurance for a principal amount limited to Rs.6,02,000.
- 7) Employee State Insurance (ESIC) will be deducted if Monthly Gross salary is less than or equal to Rs. 21,000 which is as per ESIC Act.
- 8) **Shift Allowance:** If employee works in shifts the corresponding shift allowance to the timing worked is paid, if the employee moves to a normal shift then shift allowance is not applicable.

Any shift starting after 6:00 am and on or before 8:00 am - Rs.2000 per month	Any shift starting at or after 4:00 pm but before 8:00 pm - Rs.3200 per month
Any shift starting at or after 12:00 noon but before 4:00 pm & Any shift starting at or after 5:00 am but on or before 6:00 am - Rs.2400 per month	Any shift starting at or after 8:00 pm but before 5:00 am - Rs.4000 per month

For AXA Business Services Pvt Ltd.

Shyamala Jayakumar
Head Talent Acquisition

AXA Business Services Pvt. Ltd.

CIN : U67200KA1995PTC018761

- Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560 045, India.
- Ecopolis, Second Floor, Block No-E3, Hinduja Realty Ventures Ltd, Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Kattigenahalli Village, Yalahanka Hobali Bangalore-560063
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- Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Sade Satta Halli, Hadapsar, Pune # 411028, India Website : www.axa-bs.com

Contact

www.linkedin.com/in/prashant-malve-852476149 (LinkedIn)

Top Skills

Microsoft Office
Consulting
Leadership

Prashant Malve

job seeker | MBA (Marketing) |
Pune, Maharashtra, India

Summary

I have experience in money plant consultancy dealing with clients. Having experience in helpdesk as in financial advisor. Creating leads as per requirement. Knowledge of accounting.

Experience

LTIMindtree

Process Specialist

September 2022 - Present (1 year 5 months)

Pune, Maharashtra, India

Unique Hr services

Small Business Owner

November 2019 - April 2023 (3 years 6 months)

India

Amazon

Customer Support Specialist

April 2022 - September 2022 (6 months)

Maharashtra, India

Money Plant Consultancy

Consultant

June 2017 - July 2018 (1 year 2 months)

India

Education

Smt. kashibai Navale sinhgad school of business management

Master of Business Administration - MBA, Marketing · (2018 - 2020)

Kendriya Vidyalaya

10, Higher Education/Higher Education Administration · (1997 - 2008)

Contact

www.linkedin.com/in/aishwarya-mane- (LinkedIn)

Top Skills

Computer applications
Programming language
Cloud Applications

Certifications

Certification Prep: Professional in Human Resources (PHR)®
Certification Prep: SHRM-CP

Aishwarya Mane

Implementation Consultant- Mainstay People Consulting| HR Manager- Mmerak | MBA HR | BCA | Pune, Maharashtra, India

Experience

MainStay People Consulting
Implementation Consultant
February 2023 - Present (1 year)
Pune, Maharashtra, India

Mmerak
Human Resources Manager
September 2021 - Present (2 years 5 months)
India

triedge.in
Talent Acquisition
November 2022 - January 2023 (3 months)
India

LearnX
HR Recruiter
September 2021 - December 2021 (4 months)
Remote

Trans4mation-AI
Human Resources Executive
March 2021 - December 2021 (10 months)
Mumbai, Maharashtra, India

Ifortis Worldwide
Human Resources Trainee
January 2021 - April 2021 (4 months)
Delhi, India

Education

Sinhgad Institute Of Management
106

Master of Business Administration - MBA, HR · (2020 - 2022)

K.R.T. ARTS, B.H. COMMERCE AND A.M. SCIENCE COLLEGE
BACHELOR OF COMPUTER APPLICATIONS, SCIENCE · (2017 - 2020)

GOKHALE EDUCATION SOCIETY'S RNC ARTS, JDB COMMERCE
AND NSC SCIENCE COLLEGE
HSC, SCIENCE (PCM) · (2016 - 2017)

GOLDEN HORIZON SCHOOL, NASHIK
SSC · (2014 - 2015)

Contact

www.linkedin.com/in/harshada-maniyar-2b6865176 (LinkedIn)

Top Skills

Billing Process
Invoicing
Billing Services

Harshada Maniyar

MBA Graduate|Assistant accountant at Infosys BPM
Pune, Maharashtra, India

Summary

As a mortgage industry professional under the Insurance and Guaranteed Department of Infosys BPM, I have had the opportunity to gain extensive experience in loan processing, specifically in Veteran Affairs loans. My attention to detail and diligence have enabled me to excel in my role, ensuring that all borrower information is gathered and verified, and loan documents are thoroughly reviewed.

During my time at Infosys BPM, I have held several responsibilities, including daily reporting tasks that involve allocating loans for processing to members of the Veteran Affairs team. Additionally, I process daily assigned loans by verifying all required documents of borrowers and marking any exceptions. I also provide loan processing training to new members of the VA team and resolve any queries or issues that arise within the team.

In addition to my mortgage industry experience, I have also worked as a billing specialist for Infosys BPM for two years. This role involved handling GST return filing, audit processes, and income tax return filing. As a Senior Process Executive, I worked on daily reporting and allocation of invoices, communicating with clients for invoice related queries and issues, and reviewing accounts for discrepancies.

I hold a Master of Business Administration and a Bachelor of Commerce degree, both of which have provided me with a strong foundation in accounting and financial management. I am proficient in using Tally, Ms Office, and Ms Word, and am fluent in English, Hindi, and Marathi.

In my free time, I have participated in several volunteer and community service activities, including assisting in managing the crowd of pilgrims at the Sinhastha Kumbh Mela 2015 and participating in National Service Scheme (NSS) activities.

Overall, I am a multi-tasking and quick learner with strong team-player skills. I am a certified user in Veteran Affairs, No Cash-Out, Cash-Out, and Purchase loan processing and have been recognized for my exceptional work with two individual Extra Miller Awards and a Spot Award from Infosys BPM. With my extensive experience and skillset, I am confident in my ability to excel in any role in the mortgage industry or accounting and financial management field.

Experience

Johnson Controls–Hitachi Air Conditioning
Analyst

June 2023 - Present (8 months)

Pune, Maharashtra, India

Infosys BPM

Assistant Accountant

March 2021 - June 2023 (2 years 4 months)

Pune, Maharashtra, India

Working with UK Client named as a Assistant Billing

Specialist. Includes communicating and managing necessary paperwork for incoming payments and reporting billing activities to the client

Collecting feedback from clients, helping them to solve their issues related to billing and updating accounts receivable records

Education

SKN sinhgad school of business management

MBA - Master of Business Administration, Accounting and

Finance · (2018 - 2020)

Gokhale Education Societys Bhikusa Yamasa Kshatriya College of
Commerce, Nashik 422005

Bachelor of Commerce - BCom, commerce · (2015 - 2018)



Ref: APPT/000054731/2023

August 18, 2023

EMP Name: Vaibhav Balram Meshram

EMP Code: 54731

Dear Vaibhav,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as “**Team Lead**” in “**MG02A**” grade with our company One97 Communications Ltd (hereinafter "OCL"), with effect from **August 07, 2023** and welcome you as a member of OCL team.

The terms and conditions of your employment are listed below:

1. Your total CTC is **Rs800000/- (Rupees Eight Lakhs Only)** per annum. Out of this CTC **Rs80004/- (Rupees Eighty Thousand Four Only)** per annum will be linked with your performance and target achievements.
2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.
3. You will render your services exclusively to One97 Communications Ltd on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.
4. You will be entitled to leaves as per the rules of the company.
5. You shall be governed by the Personnel Policies and Rules of Conduct of the company. Personnel Policies are liable to change from time to time at the discretion of the Management and without reference to you. However, such changes will be communicated to you as and when they take place.
6. You are bound by a strict confidentiality and privacy policy and shall not divulge to anyone verbally or otherwise any Company its affiliates and subsidiaries information, particulars or details of administrative/Business/organizational and of Company its affiliates and subsidiaries customers/clients, or any other matters which it may be your personal privilege to know by virtue of your being our employee. As used in this letter, 'Business' means the businesses carried on by the Company its affiliates and subsidiaries, or which may be carried out in future during the tenure of your association with the Company.
7. You are required to sign the Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses.

One 97 Communications Limited
compliance.officer@paytm.com
www.paytm.com

Corporate Office - One Skymark, Tower-D, Plot No. H-10B, Sector-98, Noida-201304
T: +91120 4770770 F: +91120 4770771 CIN: L72200DL2000PLC108985
Registered Office - 136, First Floor, Devika Tower, Nehru Place, New Delhi-110019



8. This is understood that the company develops and markets application interaction, products and services, you agree that during the period of your employment and for a period of (12) months thereafter, you will not directly or indirectly: (i) market or sell products or perform services such as are offered or conducted by the company, its affiliates and subsidiaries during the period of your employment, to any customer or client of the company; (ii) engage in, manage, operate, be connected with or acquire any interest in, as an advisor, agent, owner, partner, co-venture, principal, director, shareholder, tender or otherwise, any business competitive with the company, its affiliates or subsidiaries, particularly with respect to services as conducted by the company during the period of your employment (a 'Competitive Business'), except that you may own, in the aggregate, not more than 1% of the outstanding shares of any publicly held corporation which is a competitive Business which has shares listed for trading on securities exchange registered with the securities and Exchange Commission or through the automatic quotation system of a registered securities association

9. In case you are suggesting or confirming procurement or purchase or availing of material or services from your relatives, friends, associates, acquaintances directly or indirectly you will disclose the same to the management as part of purchase process. In case you fail to disclose the same and such non disclosure puts the Company or its associates or subcontractors at a disadvantage or commercial loss, the company can take appropriate action against you. If you are aware of any unethical practices which are putting company or its associates or subcontractors under any commercial disadvantage you are expected to share this at codeofconduct@Paytm.com.

10. You must, at all times, comply with the applicable rules and regulations, honest conduct, high ethical business standards and commitment to the company. Organization will not tolerate any such incident wherein an employee is found to be involved in any unethical business dealing and benefiting himself/herself or helping someone with whom he/she is associated directly or indirectly or has vested interest for personal benefit/gains. Any breach will be viewed seriously and it may lead to severe disciplinary action and legal proceedings.

11. You have agreed that during your employment with OCL you will disclose the details of any relative or partnership firm or sole proprietorship firm or companies in which you or your relative(s) may have any direct or indirect interest by virtue of being partner or employee or shareholder or otherwise who/which propose to enter or are already into any transaction/agreement with OCL in connection with its business affairs. This disclosure shall be made by you forthwith, when information of such transaction/agreement comes to your notice.

12. You shall not divulge any confidential information, data, opinion, practices, usages, formulas, etc. outside the OCL to any person/firm/company/organization/OCL, etc by whatever nomenclature or utilize any of OCL's confidential information or any other information which you may possess or come across by reason of your association and employment with OCL.

13. As per the agreement, you agree that after the date hereof during employment with One97 Communications Ltd and for a period of 2 years after employment with One97 Communications Ltd you shall not, unless required by law, subpoena or court order, without the prior written consent of the Company, directly or indirectly,



a. Divulge to anyone, other than persons designated by the Company in writing, use or seek to benefit personally from any trade secrets, names of customers of or suppliers to the Company, business plans, marketing strategies, product costs, financial information of the Company, market strategies or other confidential information, or any ideas, designs creations, inventions, discoveries, improvements, devices, practices, processes, methods, or products of the Company (collectively, the #Protected Information#) relating to the Business, whether patented or not patented or patentable, as to which you are informed and which shall not be generally known to the public or recognized as standard practice; or

b. Claim to have any right, title, or interest of any kind or nature whatsoever in or to any of the Protected Information.

14. This letter has been issued to you on the understanding that there is nothing in your past record which should have prevented our company to offer you employment. If, however, it is found that your past record is objectionable or if you have wilfully suppressed any material, information or if any declaration given by you to the company is false, in such a case, you shall be liable for removal from service without any notice or compensation in lieu thereof.

15. You may be transferred to any Section/Department/Unit/subsidiary or Branch in India or abroad either existing or which may come into existence is justified.

16. Your appointment and continuance in the employment shall be subject to being medically fit for OCL's employment. The OCL may, upon in its sole discretion subject you to undergo medical examination from a Medical practitioner / Surgeon / Medical Officer acceptable to the OCL, from time to time as per HR Department guidelines.

17. Your services will be on probation basis for a period of six (6) months and will automatically get confirmed once you complete the probation period. However, management may at its discretion extend your probationary period either during or at the end of your original or extended period(s). In case of extended probation period you would be covered under PIP (Performance Improvement Plan).

18. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or is terminated for any cause mentioned in Clause 23, any expenses incurred by the company on your hiring such as relocation, accommodation, joining bonus, retention bonus or any notice pay buyout etc. would be repaid by you or deducted from your final salary.

19. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right to terminate this appointment without giving any notice or assigning any reasons whatsoever during your probationary period. You will be at liberty to resign from the services during probation period after giving 30 day's notice in writing or on payment of equivalent salary. After confirmation in writing / successful completion of your probationary period(s), your services shall be liable for termination on giving you 60 day's notice or salary in lieu thereof without assigning any reason thereof. Similarly, you will be at liberty to resign from the services after giving 60 day's notice in writing or on payment of equivalent salary to the organization in lieu thereof for the un-expired period of notice. During your notice period you shall not take any leave whether due to you or not without prior sanction. The management may in its discretion, relieve an employee who has given notice and has resigned from the employment of the Company before the completion of notice period, without payment of salary for the remaining un-expired period of the notice.



20. The age of superannuation shall be 60 years. As such, you will automatically retire from and cease to be in the services of OCL on attaining the age of 60 years. Your age mentioned in the school certificate will be deemed the conclusive proof of your date of birth.

21. In case you tender resignation from the services of OCL, you shall not discontinue / stop attending OCL/ assigned work unless and until you are relieved from the services of OCL. In case you discontinue / stop attending OCL / assigned work after tendering the resignation but before the same is specifically accepted by OCL's HR department, you shall be liable for disciplinary action treating such absence as unauthorized and irregular.

22. You will be liable to handover to OCL's nominated person / reporting authority the charge of the branch/department/section/ division/ team and also the letter of authority, power of attorney, electronic devices for fund transfer and such other privilege access for transfer / transmission / transactions if any, issued to you and also the property / material / valuable / others of OCL, which is / are held or have come in your possession, at the time of separation of your employment with OCL.

23. Notwithstanding the preceding clause, your employment may be terminated for cause at any time without any notice. For the purpose of this agreement termination for cause includes, but is not limited to, any of the following: (i) theft (ii) falsification of time or other employment records (iii) dishonest act(s) (iv) performance related issues including negligence, incompetence etc. (v) breach of Code of Conduct (vi) insubordination (vii) failure to follow work rules and policies (viii) excessive absenteeism or tardiness (ix) disloyalty (ix) lack of clients, work or business. (x) Absence from work for a continuous period of three (3) days without prior approval of your manager can lead to termination of your services without any notice.

24. In any proceedings to enforce or interpret this agreement, OCL shall be entitled to recover its attorneys and/or legal fees in addition to all other available relief from you.

25. You are authorized to incur reasonable and necessary expenses in authorized business related travels, lodging and other expenses in the performance of his/her duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent you submits vouchers or other documentation in accordance with the applicable policy. No personal expenses shall be borne or reimbursed by the Company.

26. You agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your salary, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or any amount equivalent to proportionate salary in lieu of unserved notice period after your tendency of resignation and leaving the company without serving full notice period or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you. You agree, that in the event the Company suffers any damage, loss, claim or action arising directly or indirectly from any act or omission by you in violation of this Agreement, any other Company policies or any applicable law, you shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.



27. In the event of termination by the Company or in case of a resignation by you as per, the Company may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require you to have no contact with all or any of the Company's or Group Companies' agents, employees, officers, customers, contractors, clients, distributors, suppliers, shareholders (direct or indirect) or its affiliates.

28. All notices or other communications required or permitted to be delivered or given hereunder shall be delivered to the intended recipient by prepaid post, by hand or email, at the address mentioned along with the Party's names in the beginning of this Agreement. You shall promptly intimate the Company in writing of any change in address. Any Notice given or made under this Agreement will be taken to be duly given or made in the case of delivery in person, when delivered; in the case of delivery by post, 5 days after posting; and in case of email, immediately after the transmission.

29. In case of any dispute with regard to these agreement, the same shall be amicably settled between us failing which the Company shall have the discretion to appoint a sole arbitrator. Such arbitration shall be governed by the provisions of the India Arbitration and Conciliation Act, 1996 or any amendment thereto. The venue for arbitration shall be Delhi and the arbitration proceedings shall be in English. Any award passed by the arbitrator shall be final and binding on the parties and shall be enforceable in any court of law having competent jurisdiction.

We look forward to a productive and mutually beneficial relationship. Yours sincerely,

Yours sincerely,

Acceptance

Name: _____

Abhay Singh

Signature: _____

Authorized Signatory

Date: _____



Employee Code: 54731

Designation: Team Lead

Employee Name: Vaibhav Balram Meshram

Grade: MG02A

CTC Structure		
Salary Component	Monthly (Rs.)	Yearly (Rs.)
Basic	30000	360000
House Rent Allowance	15000	180000
Mobile and Broadband Allowance	900	10800
Special Allowance / Flexi Benefits Bucket*	12300	147596
Statutory Bonus	0	0
EPF Contribution Employer	1800	21600
ESI Contribution for Employer*	0	0

Variable Pay	Monthly (Rs.)	Yearly (Rs.)
SLI (Sales Linked Incentive)	6667	80004
TLI (Target Linked Incentive)	0	0
CLI (Collection Linked Incentive)	0	0
LTIP (Long Term Incentive Plan)	0	0
Total Salary (Gross CTC)	66667	800000

Other Benefits & Allowances:		
Gratuity	1443	17316
Medical Insurance Premium	795	9540

NOTE

Medical Insurance: All employees & their immediate family members as per the declaration are covered under the Medclaim insurance as per the policy.

Variable Payout : The Variable Pay structure is based to measure employee's individual contribution & performances. The Variable Payout is governed by the Policies governing Incentives. Frequency of various Variable Payouts is defined as per the table below:

Variable	Payout Frequency
SLI (Sales Linked Incentive)	Monthly/ Quarterly/ Half-Yearly
TLI (Target Linked Incentive)	Monthly/ Quarterly/ Half-Yearly
CLI (Collection Linked Incentive)	Monthly
LTIP (Long Term Incentive Plan)	Defined as per policy

Gratuity: Gratuity shall be paid as per The Payment of Gratuity Act, 1972.

Flexi Benefits Options*	Monthly (Rs.)	Yearly (Rs.)
Gift Coupons	0	0
Food Coupons	0	0
National Pension Scheme (NPS)	0	0
Car Lease (MG03 and above)	0	0
Chauffeur's Salary (MG03 and above)	0	0
Fuel Reimbursement (MG03 and above)	0	0
LTA	0	0
Total Flexi	0	0
Special Allowance (Balance post all above flexi adjustment)	12300	147596

For payroll related FAQ, visit: AskHR on Elevate portal.

Contact

www.linkedin.com/in/akansha-mittal-75b4a71a0 (LinkedIn)

Top Skills

Sourcing

Recruiting

English

Akansha Mittal

Recruitment coordinator
Pune, Maharashtra, India

Experience

Cummins India
Recruitment Coordinator
December 2021 - March 2023 (1 year 4 months)
Pune, Maharashtra, India

My role in Cummins India involves the following responsibilities:-

1. Understand the business requirement for freshers from the Line HRs and plan the hiring of college freshers
2. Conducting the in-take meetings with the hiring managers and Line HR to specify the hiring plan, timelines and stakeholder responsibilities
3. Coordinate the interview process and ensure the due process is followed
4. Conduct the HR Interviews for the screened candidates
5. Monitor the progress and closure of all processes in the hiring plan
6. Collect and verify all documents from the selected candidates and plan the next stages in the hiring process
7. Getting all the approvals and medical recommendations in place in order to onboard the candidates as per agreed schedule
8. Releasing the offer emails to the candidates and providing them all necessary support till the onboarding is completed
9. Initiating the background check for the joiners and closing the hiring process with the Hiring Manager

DYR Consulting
Technical Recruiter
July 2021 - September 2021 (3 months)
Noida, Uttar Pradesh, India

Education

Sinhgad Institute Of Management
Master of Business Administration - MBA, Human Resources Management/
Personnel Administration, General · (2018 - 2020)

Date: 26-11-2021

Dear **Abhishek Anil Naidu**,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate- Sales**, with effect from **29-11-2021**. This role involves Direct Sales and you are expected to operate out of the specified Work Location.

Employment Details

Department : Business Development
Employment Type : Regular
Designation : Business Development Associate- Sales
Work Location : Byjus - Nagpur
Onboarding Date/Time : **29-11-2021** (9:00 AM)
Reporting Location : BYJU'S, VIPL Building, 8th Floor, Wing A (I Park), Plot No 28, MIDC IT Park Area, Gayatri Nagar Road, Parsodi, Nagpur

Compensation Details

You will be offered a total compensation of INR 1000000 LPA which includes the following components:

Fixed Compensation : INR 700000/-
Variable Compensation : INR 300000/-

Details about the Variable Compensation will be communicated to you post your joining the Company. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining. You are requested to join the services of the Company no later than **29-11-2021**, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Best Regards,

Human Resources
Think & Learn Pvt. Ltd.Your Signature: 
Abhishek Anil Naidu (Nov 26, 2021 14:25 GMT+5.5)

This is a system generated document that does not require a signature from Think & Learn Pvt. Ltd.



Stellar Information Technology Pvt. Ltd.
Head Office: D-16, Infocity Phase - II, Sector - 33, Gurugram - 122001, Haryana, India
Email: contact@stellarinfo.com | Ph: (0124) 432 6700 | Web: www.stellarinfo.com

22nd June 2022,

To,
Mr. Suyog Satishrao Nichat
House No. 63/1 raj, Gajanan mandir,
Hariom colony, Sainagar
Amravati, Maharashtra - 444607

Appointment as "Relationship Manager"

Dear Suyog,

This is with reference to the interview you had with us, for the above mentioned job designation. I am glad to inform you that you are selected for the above position.

You are advised to join our Pune branch office on 4th July, 2022 at 9:00 AM and will report to the "Branch Manager"

You would be on the probation of six months from date of joining, after which your performance will be reviewed for a confirmed employment with us. The notice during the probation period will be 7 days notice from either side and after confirmation i.e. completion of probation period two months from either side.

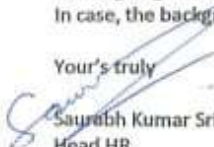
You are advised to submit the following documents on or before your date of joining office,

1. Copies of your educational certificates
2. Copy of your Appointment and relieving letter from your last employer
3. Attested copies of your address proofs (current and permanent)
4. Passport size photographs (5 Nos. In formal attire)
5. Copies of your last 3 months' salary slips
6. Copy of your form- 16 from your last employer
7. Copy of your PAN card.
8. Copy of 6 months' bank statement (attested by Bank)
9. Cancelled Cheque
10. Aadhar card

Permission for Background Check-

Your signing the document authorizes the company to conduct background verification on you. In case, the background Check is found negative, the offer letter would be deemed as cancelled.

Your's truly


Saurebh Kumar Srivastava
Head HR
Stellar Information Technology Pvt. Ltd.

Accepted by:-

Name-

✓

Date-

Regd. Office: 205, Skipper Corner, 8th,
Nehru Place, New Delhi - 110019
CIN No - U72300DL2006PTC147288

AHMEDABAD * BENGALURU * CHANDIGARH * CHENNAI * GURUGRAM
DELHI NP * DELHI CP * COIMBATORE * KOLKATA * HYDERABAD
KOCHI * MUMBAI * NOIDA * PUNE * VASHI

Stellar Information Technology Pvt. Ltd.				
Name	Suyog Satishrao Nichat	DOJ :	4th July' 2022	
Designation	Relationship Manager	Probation:	6 Months	
Location	Pune	Band	II A	
	Component	Employee's Ded.	Employer Cont.	Salary in hand

Date: 30/12/2019

To
Vikrant Anandrao Nikam,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Vikrant,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

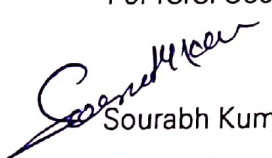
Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd



Sourabh Kumar

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icidirect.com







SLEEK INTERNATIONAL PVT. LTD.

CIN: U31300MH1993PTC070859

Ref: SIPL/HR/ 2022-23

17th April 2023

To,
Mr. Shubham Pakve,
Pune, Maharashtra,
Mobile: 9067640777
Email: shubhampakve777@gmail.com

Dear Shubham,

Sub: Offer of Appointment as "Business Development Manager"

This is in reference to your meeting and subsequent discussions with us, we are pleased to offer you the position of "**Business Development Manager**" with your place of Posting at "**Pune, Maharashtra**". Your gross emoluments at CTC (cost to company) level for this employment will be as mutually discussed and agreed upon during our meeting with you. The detailed appointment letter shall be issued on the date of your joining with the company.

Please note that this offer of appointment is subject to your acceptance to:

- Date of Joining on **17th April 2023**.
- Submitting relevant documents in respect of your educational qualification previous employment, Photo and address proof at the time of joining
- Being found and remaining medically (physically and mentally) fit as per the pre-employment health check-up.

This offer is made on the understanding that the information given by you in your application is correct, true and complete. Your probationary appointment, confirmation as well as continued employment in the services of the company are subjected to clearance of background verification done for the documents submitted.

If it is found at any time that the information provided by you in the application is not correct/not true or any information has been deliberately suppressed and /or your inability to join & take up the employment by **17th April 2023**, this offer automatically stands withdrawn without any further notice to you.

Cont. on page 2...



SLEEK INTERNATIONAL PVT. LTD.

CIN: U31300MH1993PTC070859

Please acknowledge the acceptance of this offer by sending the duplicate copy duly signed within 4 days of receipt of this letter. We look forward to your joining us latest by 17th April 2023.

WELCOME ABOARD

Thanking you,

For Sleek International Pvt. Ltd

Thanking you,

For, Sleek International Pvt. Ltd

AVP – Human Resources
Mr. Basil Thanklice

I ACCEPT

Business Development Manager
Mr. Shubham Pakve

Contact

www.linkedin.com/in/anuja-pansare-48a7a216b (LinkedIn)

Top Skills

Recruiting
Corporate Recruiting
Sourcing

Anuja Pansare

Human Resources Assistant Manager at Career Xpertz
Pune, Maharashtra, India

Summary

Experienced Human Resources Assistant Manager with a demonstrated history of working in the staffing and recruiting industry. Skilled in Customer Relationship Management (CRM), Full-life Cycle Recruiting, Human Resources, Corporate Recruiting, and Sourcing. Strong human resources professional graduated from SKN School of Business management. Working with Career Xpertz as a Assistant Manager Recruitment.

- Work as SPOC for clients and fulfilling their hiring mandates.
- Relationship management with client.
- Achieving direct and team target of joining.
- Learn, explore and adopt the modern and latest technology in recruitment.
- Manage end-to-end recruitment process starting from sourcing, ensure attendance of candidate in an interview, offer negotiation, timely joining, and retention completion.
- Client coordination and ensuring their high level of satisfaction.

Experience

Career Xpertz

2 years 11 months

Assistant Manager Recruitment

January 2023 - Present (1 year 1 month)

Pune

Human Resources Team Lead

March 2021 - January 2023 (1 year 11 months)

Pune, Maharashtra, India

RSAS

Head Of Marketing

July 2017 - December 2020 (3 years 6 months)

Pune, Maharashtra, India

Education

SKN School of Business management

Master of Business Administration - MBA · (2018 - 2020)



Warm Welcome

10-Apr-2023

Akshay Vashisht Patharkar
Z6500
Pune

Sub: Letter of Employment

Dear Akshay,

With reference to your application and subsequent interview you had with **Zinka Logistics Solutions Private Limited** (hereinafter referred to as “Zinka” or the “Company” as the context may require), we have great pleasure in offering you an employment on the following terms and conditions:

1. Employment Details:

- a. **Designation:** Customer Relationship Lead
- b. **Job Band:** E1
- c. **Date of Joining:** 10-Apr-2023
- d. **Base Location:** Pune
- e. **Working Condition:** You would be required to observe 6 days work week, in line with your job requirements.

This employment letter together with the annexure hereto constitutes a legally binding agreement (“**Agreement**”) between you and the Company.

2. Appointment

- 2.1 Your employment shall commence from the date of Joining and shall be subject to your completion of all other joining formalities, including but not limited to execution of this Agreement.
- 2.2 **Medical Fitness:** By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. You may be called upon, to undergo medical examinations, as the management may deem necessary. In the event the examination reveals any ailment including any physical or mental impairment, that (1) prevents or hinders you from performing your assignment effectively or (2) could put the health of the other employees at risk, the same shall be a reasonable ground to discharge your services with immediate effect, without any compensation or notice.
- 2.3 **Background Check:** Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your appointment shall be deemed to be void from its commencement and you shall be terminated immediately without any compensation or notice thereof.



2.4 **Statement of Facts:** It must be specifically understood that this offer is made based on your proficiency on the technical / professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, any information furnished by you in your application or during the selection process is found to be incorrect/false/misleading, and/or if it is found that you have suppressed any material information in respect of your qualification or past experience, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company reserves the right to terminate your services anytime without notice or compensation in lieu thereof.

2.5 You covenant that as at the date of joining the Company, you will not be under any obligation, restriction or duty, whether express or implied, to any third party which might or will adversely affect your ability to enter into this employment or which might or will prevent or restrict you wholly or in part, from performing the duties herein.

3. Compensation & Benefits

3.1 You will be entitled to receive remuneration of **INR.345,600/-** per annum, as more particularly detailed in Annexure A ("**Compensation**"). Your salary will compensate you for all hours worked.

3.2 **Increment and Promotions:** Your growth and increase in salary will depend solely on your performance and contribution to the Company. Your Compensation is subject to review and modification by the Company, at its sole discretion, from time to time.

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

3.4 Your Compensation shall be paid in equal monthly installments on or before last working day of each month excluding Performance Bonus which will be paid as per BlackBuck's Performance Bonus policy. Payment shall be made by bank transfer only to such account designated by the Company as your salary account. Although, the Company will do its best to ensure that the salary is paid on time, it will not be held responsible on account of any bank transfer delays beyond its reasonable control.

3.5 Further, the payment of your Compensation shall be subject to withholding of income tax, and such other taxes and levies as may be required in accordance with applicable laws in force from time to time. The Company assumes no responsibility for your personal tax affairs, and except as expressly set forth here in, your tax liability in respect of your Compensation is entirely your responsibility.

3.6 Should you voluntarily terminate your Employment prior to one full year of service with the company after the completion of your relocation, you will be responsible for repayment of relocation expenses in full, to the company.

3.7 **Other Benefits:** You will be eligible for the following:

- I. You will be entitled to Leave & holidays as applicable to your category of employees, location of posting and as per the Company's policies from time to time.
- II. You will be entitled to perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the Company.
- III. The company benefit programs are subject to regular review and modification. Company reserves the right to alter, amend, cancel or vary any of the benefits provided to you at any time after giving reasonable notice of such proposed alteration, cancellation or variation.

3.8 Expenses :The Company shall reimburse you in respect of the following expenses, subject to you producing to the Company proper receipts, bills or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time:

- I. Fuel expenses incurred in connection with your undertaking the business of the Company; and
- II. Such other expenses as may be incurred by you while engaged in the business of the Company, as the Company, in its sole discretion, shall consider reasonable.

4. Work Period

You will be required to work for such period of time as is necessary for the proper discharge of your duties to the Company and as advised and scheduled by your supervisor or manager. It is expressly agreed by you that if you fail to perform services according to the scheduled working hours or if you resort to stoppage of work, whether alone or with others strict disciplinary action may be taken against you by the Company.

5. Transfer of Services: In the course of performing your responsibilities, you shall regularly report to any officer designated by the Company in this regard and as may be indicated to you from time to time. However, after providing you reasonable notice, your services are liable to be transferred in such capacity as the Company may from time to time determine to any other location within or outside India, department, function, establishment, or branch of the Company or subsidiary, associate or Affiliate Company, either in existence or which may come into existence. Pursuant to any business arrangement, including but not limited to, a sale of assets, merger, takeover, acquisition, or hive-off, the Company may also transfer you onto the rolls of another entity. Decisions for such transfers, which may be for short duration or of a long-term or permanent nature, will depend on your suitability for the intended task and other relevant factors, and you shall agree for such transfer. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

6. Probation and Confirmation

You will be on probation for a period of three(3) months from the Date of Joining. Your probation period can be further extended at the sole discretion of the Company, depending upon your performance during this period. On satisfactory completion of your period of probation, the Company shall confirm your appointment in writing. However, unless your services are confirmed in writing, your probationary period shall be deemed to have been extended, till you get a communication from the Company in writing.

7. Retirement

This Agreement shall automatically terminate on the first day following the date on which you reach the age of 60 (sixty) years, or such other retirement age as may be prescribed under applicable laws in India.

8. Notice Period

8.1 Either party has to provide 30 Days prior written notice without cause, or the Company may in its discretion opt to pay 30 Days salary in lieu of notice, in case of separation of services during probation period.

- 8.2 On confirmation of your appointment, either Party has to provide 90 Days prior written notice without cause, or the Company may in its discretion opt to pay 90 Days fixed salary in lieu of notice in case of separation from Company.
- 8.3 The Company reserves the right to recover salary in lieu of the notice period in case you fail to honor the notice.
- 8.4 During the notice period, the Company may require that you only perform specific duties as assigned to you or perform no duties at all and may ask you not to attend work during all or any part of such notice period. In addition the Company may instruct you not to communicate with suppliers, clients, investors, employees, agents, trustees or representatives of the Company or any of the group companies.

9. Termination:

- 9.1 The Company may terminate your Employment immediately at any time and without notice and without liability to pay compensation in lieu of notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement) in any of the following cases:
- a) Willful neglect of your duties, breach of trust, gross indiscipline, any other serious dereliction of duties or other misconduct that may be prejudicial to the interests of the Company.
 - b) If you are guilty of misconduct, which is proved in accordance with the procedure established by the Company in this regard.
 - c) If it is found that you have violated the Company rules and policies, or have, by your conduct, brought the Company into any disrepute.
 - d) If you are convicted of any criminal offence (other than an offence for which only a fine or non-custodial penalty is imposed).
- 9.2 The Company reserves the right to terminate your Employment if you refuse to accept any transfer or assignment as set out in this Agreement.
- 9.3 Termination of this Agreement by you shall be subject to discharge of all your existing duties and satisfactory completion of all obligations and projects.
- 9.4 On the termination of your Employment for whatever reason, you will return to the Company all property, documents and papers, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information (as defined below), in your possession or under your control relating to your Employment or to clients' business affairs. In case of failure to return and/or damage and/or loss of any material property or physical asset/s entrusted to you, Company will reserve the right to recover the equivalent value from the full and final settlement.
- 9.5 The termination of your Employment in terms of clause 9 herein, shall be without prejudice to any right of action by the Company in respect of any antecedent breach by you of this Agreement.

10. Conduct and Discipline

10.1 You shall perform such duties as may from time to time be assigned to you and you will be subject to all such applicable rules and regulations in accordance with the Company policies as may be in force from time to time.

10.2 You will abide by all applicable laws, including but not limited to the laws of India, and any applicable laws in the countries of your assignment. In addition to the terms and conditions of this Agreement, you shall also observe and comply with and shall be bound by any service rules, regulations, policies, including conduct, discipline, administrative orders and any other rules, orders and procedures which the Company may from time to time separately frame/amend/abrogate/modify/rescind for observance and compliance by its employees. You agree to indemnify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures.

10.3 You will keep the Company informed in writing of any change in your residential address, your civil status, and educational Professional Qualification, so as to keep all records updated and accurate at all times.

10.4 **Full time & attention:** Since you are a whole-time employee of the Company, you will devote your full time and attention to your assigned duties. While in the Employment of the Company, you shall (i) use your best endeavors to defend and promote the business interests of the Company; (ii) devote your full time, attention and efforts to exclusively serve the Company; and (iii) not directly or indirectly engage or be interested in engagement, practice of any business, profession or vocation, including any activity, which competes with business activities of the Company, or conflicts with your position in the Company.

10.5 **Conflict of Interest:** Since your appointment with the Company is on a full-time basis, you shall not take up any assignment outside the scope of this Agreement, including those in the nature of any business, profession or vocation, without prior written consent of the Company, which consent may be granted at the Company's sole discretion. You confirm that as on the Date of Joining, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements.

10.6 **Protection of Company's reputation:** Employee agrees to never engage in or encourage any disparaging acts, comments or remarks against the Company in person or on any social media platform, which may result in the erosion of the business interest or the loss of reputation and image of the Company and or its business and affairs.

11. Non-compete and non-solicitation

11.1 You will not, during your Employment with the Company and for a period of 12 (twelve) months after ceasing to be employed under this Agreement, without the prior written consent of the Company, directly or indirectly, carry on a business similar to that of the Company on your own behalf or on behalf of any person, firm or company.

11.2 As per company policy, you will not, during and at any time after your employment with the Company, directly or indirectly (ie either through yourself or through other entities which you can influence), engage in any business activities with the Company or provide any services to the Company (whether with or without consideration) unless prior approval from the Company is obtained for this purpose.

11.3 You will not, directly or indirectly, approach, induce, solicit or persuade any client or customer of the Company to cease doing business with the Company or reduce the amount of business which that person or entity would normally do with the Company or induce such client or customer to transfer its custom to yourself or any other person.

11.4 You will not, directly or indirectly, endeavor to entice from the Company any person who has at any time during the 12 (twelve) months immediately preceding such cessation of Employment, been employed or engaged by the Company.

11.5 You will not work with any of the Company's competitors, directly or indirectly for a period of 12 (twelve) months post termination or resignation of Employment.

12. Confidentiality

12.1 "Confidential Information" means information about the Company's (its affiliates' and business partners') business and that of their customers which is not available to the general public and which may be learnt by you in the course of, or in relation to, your Employment. This includes, but is not limited to, information relating to the Company, its customer lists, employment policies, personnel, and information about the products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such confidential information ("**Confidential Information**").

12.2 You shall not use Confidential Information for purposes other than the reason for which it was disclosed to you.

12.3 At no time, will you remove any Confidential Information from the office without prior permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of your Employment with the Company.

12.5 Breach of the conditions of this Clause 12 will render you liable to summary dismissal in addition to any other remedy the Company may have against you in law.

13. Notices

- a) Any notice required to be given to you shall be deemed to have been duly and properly served if delivered to you personally or through e-mail or sent by registered post /courier to you at your address, as recorded with the company.
- b) Any notice, demand or communication shall be deemed to have been duly served, (i) if delivered personally, on the date of delivery; and (ii) if delivered by post, two days after the date of posting.

14. Governing Law and Arbitration

Your Employment with the Company is subject to the laws of India. All disputes will be referred to arbitration. Arbitration proceedings will be in Bangalore and by a sole arbitrator to be nominated by the Company.

15. Waiver

The Company's waiver of any breach of provision of this Agreement by you shall not operate or be construed as a waiver of any subsequent breach by you.

16. Severability

If any provision of this Agreement is held to be invalid or unenforceable to any extent, the remainder of this Agreement shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

17. Entire Agreement

This Agreement embodies all the terms and conditions agreed between the Company and you relating to your appointment and supersede all previous agreements and undertakings between the Company and you with respect to your appointment whether such is written or oral.

18. Amendment

Any modification or amendment of this Agreement, or additional obligation assumed by either the Company or you in connection with this Agreement, shall have binding effect only if placed in writing and signed by you and the Company.

19.

In case if the employee is not provided with an official mail ID, all official communications would be mailed to the personal mail ID provided by the employee at the time of joining. It is the sole and complete responsibility of the employee to address any email sent by the company within the appropriate time and to update the personal mail ID in company records in case of change. Any liability if arises due to non - delivery of communication or ignorance of any email, will be treated as a liability of the employee only.

We welcome you, and look forward to receiving your acceptance and to working with you.
Zinka Logistics Solutions Private Limited



SHILPI PANDEY
CHIEF PEOPLE OFFICER
Zinka Logistics Solutions Private Limited

I ACKNOWLEDGE THAT I HAVE CAREFULLY READ AND FULLY UNDERSTOOD AND ACCEPT ALL THE CONTENTS OF THIS EMPLOYMENT LETTER AND THAT I AM VOLUNTARILY ENTERING INTO THIS EMPLOYMENT. I UNDERSTAND THAT I AM REQUIRED TO SIGN THIS EMPLOYMENT LETTER AS A CONDITION OF MY EMPLOYMENT.

Signature:

Date:

COMPENSATION STRUCTURE

Name: Akshay Vashisht Patharkar

Designation: Customer Relationship Lead

A. Cash Compensation:

Fixed Cash Component	Monthly	Annual
Basic	INR 15,000/-	INR 1,80,000/-
Statutory Bonus	INR 1,232/-	INR 14,784/-
HRA	INR 7,500/-	INR 90,000/-
Special Allowance	INR 3,268/-	INR 39,216/-
Gross Salary	INR 27,000/-	INR 3,24,000/-
PF (Employer's Contribution)	INR 1,800/-	INR 21,600/-
Total Cash Component	INR 28,800/-	INR 3,45,600/-

Note: - This compensation is subject to deductions viz. PF (Employee's Contribution), ESI (Employee Contribution), Professional Tax and Income Tax etc. as per statutory requirements.

B. Other Benefits

Insurance Cover	Family Floater Policy with a Sum Insured of INR 2,00,000/- at a premium of INR 10,000/- per annum
Gratuity	INR 8,654/-
Total Other Benefits	INR 18,654/-

Total Cost to Company	INR 3,64,254/-
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Relocation benefits, if applicable and availed, shall be subject to recovery in case of exit within 1 year of Date of Relocation

Notwithstanding the clauses of this letter, management reserves the right to compute salary basis the achievement of stated performance objectives and attendance records.

Note: if it is found that you have suppressed any material information in respect of your qualification or past experience during the selection process, the Company reserves the right to revoke your offer

Zinka Logistics Solutions Private Limited



SHILPI PANDEY
Chief People Officer
Zinka Logistics Solutions Private Limited

I ACKNOWLEDGE THAT I HAVE CAREFULLY READ AND FULLY UNDERSTOOD AND ACCEPT ALL THE CONTENTS OF THIS EMPLOYMENT LETTER AND THAT I AM VOLUNTARILY ENTERING INTO THIS EMPLOYMENT. I UNDERSTAND THAT I AM REQUIRED TO SIGN THIS EMPLOYMENT LETTER AS A CONDITION OF MY EMPLOYMENT

Offer Letter

Ref: L/Pune/2022/290.

Date: 14th April, 2023.

To,
Feroj Mohamadkhan Pathan
Shalimar Heights,
Meetha Nagar, Kondhwa, Pune.
9561636912
pathanferojkhan616@gmail.com

Sub: Employment Offer Letter

Dear Mr.Feroj,

Congratulations!

We are pleased to make you an Offer at **Lifenity Wellness International Limited** for the position of **Territory Manager** at our **Pune** location.

You shall be paid annual gross CTC of **Rs. 6,16,880/- (Rupees Six Lakh Sixteen Thousand Eight Hundred Eighty Only)**. Your date of joining shall be **17th April 2023**. In case you fail to join us as per the scheduled date without our prior written approval, our offer shall stand cancel. However, due to prevailing COVID situation, we reserve the right to change the joining date under prior intimation to you.

On joining, you shall have to submit your documents as per list attached and also sign our Non-Disclosure agreement (copy as enclosed).

Feel free to contact the undersigned in case you have ask any query regarding our offer. We will be happy to provide you necessary clarification.

You are requested to kindly go through the Employment offer letter along and send us your acceptance to our Employment offer within three (03) days from the date of offer, failing which our offer shall stand cancel.

We look forward to have you on our team.

LIFENITY WELLNESS INTERNATIONAL LIMITED

CIN: U72900PN2012PLC142840

Off No: 301, S.NO. 05, PLOT NO. 01, BUILD A-1,
NAVKAT AVENUE NDA PASHAN ROAD,
BAVDHAN PUNE MH 411021.

Best Regards,

For **LIFENITY WELLNESS INTERNATIONAL LIMITED**



Pallavi Chonkar
Manager - HR

Received & Accepted by,

Name:

Sign:

Date:

LIFENITY WELLNESS INTERNATIONAL LIMITED

CIN: U72900PN2012PLC142840

Off No: 301, S.NO. 05, PLOT NO. 01, BUILD A-1,
NAVKAT AVENUE NDA PASHAN ROAD,
BAVDHAN PUNE MH 411021.

Annexure I

List of documents to be submitted on the date of joining

1. Photocopy of Birth Certificate / S.S.C. Certificate / School Leaving Certificate
2. Photocopy of final year mark sheet
3. Photocopy of Degree / Post Graduate Degree passing certificate
4. Previous employment certificate (Experience)
5. Previous employment relieving letter
6. Certificate of last drawn salary / salary slip
7. Certificate giving details of Salary paid and tax deducted in the current financial year (Form 16)
8. Photocopy of Passport / if applied, any other residential proof for Bank account opening
9. Photocopy of PAN / Acknowledgement of PAN Application & Aadhaar Card (Mandatory)
10. Three color photographs (ID Card Size)

Annexure II

NON DISCLOSURE AGREEMENT

Lifenity wellness International Limited and its associated companies, partners & clients have agreed to provide certain business information / data about its customers, suppliers, partners, associates, consultants, business plans, finances or any other technical / business information that may be proprietary in nature and its disclosure may hamper Lifenity's business directly or in-directly (hereinafter referred to as "**Confidential Information**") to **Mr. Feroj Mohamadkhan Pathan** residing at **Pune**.

In consideration of disclosing the confidential information including providing access to company assets to you during your engagement, you hereby agree with and undertake as follows:

1. Access to Confidential Information:
 - a) The Confidential Information will be held by you in complete confidence and secretly kept with you during your entire engagement period.
 - b) You shall prevent its unauthorized access or theft by any other party.
 - c) You shall not, without our prior written consent disclose, in whole or in part, the confidential information to any person other than as permitted by us.
 - d) You shall not copy, distribute, sell, commercially or otherwise make use of Confidential Information under any circumstances.
 - e) The Confidential Information will not be made publicly available to, nor will it be used in any way directly or indirectly, which would adhere to the privacy of Lifenity Wellness.
 - f) You shall inform the company immediately if any Information has been disclosed to an unauthorized third party.
2. The term "Confidential Information" does not include the following information:
 - a) Which is Public document.
 - b) Which subsequently comes into the public domain
 - c) Which is or becomes available to you on a non-confidential basis from a source other than Lifenity Wellness provided that such source is not and was not prohibited from disclosing such information by a legal obligation and you were aware of such obligation.
3. You agree that upon the termination of your engagement with Lifenity Wellness for whatsoever reason; will immediately return to the company all the Confidential Information which are in your possession or under control.
4. You agree to indemnify and keep indemnified Lifenity Wellness from and against any and all liabilities, losses and costs arising out of or in connection with any breach by you of any obligations under this letter.
5. Nothing shall be construed by prohibiting Lifenity Wellness from pursuing any other remedies available, either at law for specific performance and the recovery of monetary damages.

The obligations set out in this declaration shall continue in full force during your entire engagement tenure and thereafter for a period of 24 months from your last working day with Lifenity Wellness.

Agreed and accepted as on day of 20....

Name..... SignID.....

LIFENITY WELLNESS INTERNATIONAL LIMITED

CIN: U72900PN2012PLC142840

Off No: 301, S.NO. 05, PLOT NO. 01, BUILD A-1,
NAVKAT AVENUE NDA PASHAN ROAD,
BAVDHAN PUNE MH 411021.

Annexure III
Private & Confidential

Name: Feroj Mohamadkhan Pathan

Designation: Territory Manager

Location: Pune

Particulars	Amount /Month	Amount / Annum
Basic	25100	301200
H.R.A.	12550	150600
Medical Allowance	5809	69708
Conveyance Allowance	1600	19200
Performance Allowance	5141	61688
Gross Salary : (A)	50200	602396
Other Employer Cost		0
Gratuity	1207	14484
Sub Total : (B)	1207	14484
Cost to Company : (A) + (B)	51407	616880
Less Deductions :		0
Professional Tax (as per state Norms)	200	2400
Sub Total : (C)	200	2400
Take Home : (A) – (C)	50000	599996
Annual CTC	616880	

LIFENITY WELLNESS INTERNATIONAL LIMITED

CIN: U72900PN2012PLC142840

Off No: 301, S.NO. 05, PLOT NO. 01, BUILD A-1,
NAVKAT AVENUE NDA PASHAN ROAD,
BAVDHAN PUNE MH 411021.



FUTURES SAFE

[A NetAmbit Group Company]

OFFER CUM APPOINTMENT LETTER

17 Apr/ 2021

To,

Atul Manohar Patil

NA

atulpatil81296@gmail.com

Dear **Atul Manohar Patil**,

On behalf of **Futuresafe service pvt Ltd** we are pleased to issue this offer-cum-appointment letter ("**Letter**") to you for the position of **On-boarding Executive** on a fixed term basis for a period of 11 months / full time basis]. Your service will commence on **(19-04-21)** and this position will be based out of one of Company's client site at **Pune**, which will be informed to you upon you accepting the offer (**Deputed Location**). Company reserves its right to depute or transfer you to any other Client's site or location at its sole discretion subject to its service engagement and requirements of different clients. Your employment with the Company is subject to your acceptance of this Letter and the terms and conditions set forth herein. Please convey your acceptance, should you wish to accept this offer, by sharing a signed copy of this letter with the company within a period of 7 days from the date of this letter. This offer shall be revoked automatically, in the event we do not hear from you within the stipulated time as mentioned aforesaid.

TERMS & CONDITIONS OF EMPLOYMENT

1 Salary:

- 1.1 Your remuneration structure will be as per enclosed "Annexure 1" subject to all lawful deductions including income tax, your contribution to the Provident Fund, and/or any other deductibles as per applicable laws;
- 1.2 Your remuneration is inclusive of Company contribution to the Provident Fund as required under the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in the Company's policies and procedures.
- 1.3 The applicable variable pay will be provided as per the Company's policies.

2 Responsibilities & Duties:

- 2.1 You would be assigned a reporting manager immediately upon your joining, who will advise you about your job responsibilities including Deputed Location. You are expected to perform your job to the best of your ability at all times strictly adhering to the job responsibilities as would be advised by your manager from time to time including such other services as may be required by the Company

as per its service level arrangements, assignments and commitments with its clients;

- 2.2 You are expected to perform the services in a professional manner until the completion of the term of the employment or work assignment, whichever is earlier. In the event your services are required beyond the term period of your contractual employment, a fresh offer letter on either similar or amended terms and conditions would be executed at the Company's sole discretion. The said extended or fresh offer letter would, however, be subject to revision in the term period for completion of work assignment, compensation and responsibilities, which would be discussed with you prior to issuing the said revised offer / amended offer letter.
- 2.3 You will not engage in any act, which would be detrimental to the interest of the Company or our clients.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of the Company 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 the Company or its affiliates.
- 2.5 You have to report and be present at the Deputed Location during the working hours of our client and abide by the rules and regulations of both the Company as well as our client(s).
- 2.6 You may be deputed to any of our client sites as per Company's service level commitments, engagements or assignments with different clients and you will abide by the rules and regulation of both the Company and our client(s).
- 2.7 In no manner whatsoever, this offer letter can be or to be construed as employment being offered to you or accepted by any of our clients and you will not have any claim be it statutory or otherwise, directly or indirectly on our clients. You agree to defend, indemnify and hold our clients harmless from any and all claims, damages, liabilities, attorney fees and expenses on account of Company's failure to fulfil any of its obligations as per this letter or for any misconduct or for violation of any law or creation of any legal liability by you.

3 Hours of Work:

The normal business hours as per law i.e. 9 hours per day subject to 48 hours in a week.

4 Employees State Insurance Corporation (ESIC) and Statutory Bonus:

Your coverage under ESIC scheme and statutory bonus will be determined by the Company basis government regulations and applicable statutes.

5 Leave Policy:

The Company will grant you leave as required under law and as provided in the Company's policies and procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or availing any leave.

6 Gratuity:

Gratuity will be paid subject to you meeting the eligibility criteria as required under the Payment of Gratuity Act, 1972 and as further described in the Company's policies and procedures.

7 Employee Benefits:

You will be eligible to receive benefits as may be provided by the Company in the Company's Policies and Procedures.

8 Termination of Services:

- 8.1 Your employment may be terminated by either party by giving 7 (Seven) days written notice (exclusive of any leaves availed during the said period) or payment of 7 (Seven) days salary in lieu of such notice period to the other party. Company holds the right to accept or deny payment in the event you fail to serve the required 7 (Seven) days' notice period;
- 8.2 If any declaration given or information furnished by you to the Company proves to be false or if you are bound to have wilfully suppressed or concealed any material information, in such cases, Company may take action against you including but not limiting to termination without any notice or pay in lieu thereof;
- 8.3 Company reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:
 - 8.3.1 Have been found guilty of any misconduct or indiscipline after due enquiry by the Company;
 - 8.3.2 Have violated or are in breach of any of the terms of this Letter or the Company's/ our client's policies, guidelines or procedures;
 - 8.3.3 Have been grossly negligent, or have grossly neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to the Company / our client;
 - 8.3.4 Have suppressed any information or submitted false information with the view to obtain employment in the Company;
 - 8.3.5 Are convicted for any offence under any law for the time being in force in any jurisdiction; and/or
 - 8.3.6 Commit any act detrimental to the interest of the Company/ our client.
 - 8.3.7 Abstain from work for seven consecutive days without informing the Company;
 - 8.3.8 Found to be engaged in any other employment (on full-time or part-time basis) or other business activity or provided services to any client other than the Company assigned client, without the written consent of the Company.

- 8.4 Company reserve the right to evaluate and appraise your performance at any time during your employment period. In case of underperformance or non-performance up to the Company expected standards, you will be informed about the same and you will be placed under Performance Improvement Plan (PIP) for a period of 7 days as per Company's policies. If there is no improvement in your performance after expiry of the said period, the Company reserves the right to terminate your employment as per its policies with immediate effect.
- 8.5 Upon termination of your employment for any reason whatsoever, you will return to the Company, without delay, all assets belonging to the Company, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to the Company or our client 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 or had access at Deputed Location. At the Company's option, you agree to provide a written certification of your compliance confirming the aforesaid. Further, you agree to sign a termination letter in accordance with the Company's policies and procedures, which will reaffirm your compliance of your post-termination obligations, including return of the Company's property/properties and releasing the Company from all claims, liabilities and obligations. Where the Company 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 forth with upon being notified by the Company.

9 Confidentiality:

- 9.1 You acknowledge that you have acquired and/or will acquire Confidential Information, (a) during the course of your employment with the Company, (b) Confidential Information belonging to our client during work assignments at Deputed Location(s), and that the ability of the Company to continue its business and liability towards its clients could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which may reasonably be require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to accord confidential treatment to any Confidential Information so disclosed.

- 9.2 You will not disclose to any person, firm or body corporate, without approval from appropriate authority of the Company, any information and trade secrets of the Company, and of Company's clients where you may be deputed.
- 9.3 You will be bound by rules, regulation and office directions and policies as may be in force and framed by the Company from time to time in relation to your employment and services, which will form part and parcel of your employment letter.

10 Governing Law and Jurisdiction:

Your employment, and any disputes that may arise thereunder, 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.

11 Others:

- 11.1 You will be bound by the code of conduct of the Company and all other rules, regulations, instructions, policies, circulars and orders, etc. issued by the Company from time to time in relation to your conduct, discipline and service conditions such as leave, medical treatment, retirement, etc. as if these code of conduct, rules, regulations, circulars, instructions and policies, etc. were part of this offer-cum-.
- 11.2 You will be governed by the rules, regulations, service conditions, policies, circulars, notices, etc., of the Company which are in force at present and maybe amended/ formulated/ invoked/ introduced by the Company from time to time as applicable at its sole discretion. It is understood that all Terms & Conditions of your employment are subject to revision at any time at the sole discretion of the management of the Company.
- 11.3 Your acceptance of this position is subject to successful completion of background verification, which the Company may undertake at its sole discretion and as per its client(s) requirement. You may be required to furnish requisite information to the Company, and you understand that this offer letter is contingent upon successful completion of background investigation. We reserve the right to end our employment agreement with you should the results of your background investigation are not successful either prior to your joining or any time during the term of your employment.

Please review the aforesaid and return the signed copy of this letter as token of you having read, understood, agreed and acceptance of the terms & conditions of the appointment.

Wish you all the best.

Authorized Signatory

Ranjeet Singh

Annexure 1 – Salary Details

Particulars	Amount (Monthly)
Basic	14420
HRA	7210
Bonus (statutory)	1201
Transport Allowance	0
Special Allowance	0
Gross Salary	22831
Employee's PF Contribution	1730
Employee's ESIC Contribution	0
Take Home	21101
Employer's PF Contribution	1875
Employer's ESIC Contribution	0
Medical +Accidental Insurance/Life Insurance	294
Cost To Company (CTC)	25000

- Details of the monthly salary to be mentioned clearly.
- PF contribution should be captured in the salary structure

Acceptance

(Signatures)

Name:



04-Dec-2020

Dipak Kishor Patil
Mumbai

Dear **Dipak Kishor**,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Key Account Executive** at **Mumbai** effective **21-Dec-2020**.

Your annual total cash compensation will be **INR 451,500 (Rupees Four Lakhs Fifty One Thousand And Five Hundred Only)**. Your compensation is mentioned in the attached Annexure-I.

You will be eligible for **20 %** of your total cash compensation as an annual performance bonus as per the Bonus plan's terms and conditions. The company will review its overall performance and your individual performance and will determine your bonus, if any.

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

Your employment may be terminated at the instance of either party only by giving to the other party One calendar months' prior written notice provided that the Company may if it shall so choose pay One months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by PhonePe or an appropriate third party, and the results of such background checks being favorable in PhonePe's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by PhonePe. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to the Company that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

PhonePe Private Limited (Formerly Known as FX Mart Private Limited)

Corporate Office : Ashford Park View, No.9, 80 Feet Road, Koramangala Industrial Area, 3rd Block, Koramangala, Bangalore - 560034

Regd Office : Unit No.001, Ground Floor, Boston House, Suren Road, Off. Andheri-Kurla Road, Andheri (East) Mumbai – 400093

Email : support@phonepe.com | **Phone** : +91-124-6789-345 | **CIN**: U67190MH2012PTC337657



You shall serve the Company in India in connection with the business either of the Company or one of the Associated Companies as the Company may at any time or from time to time direct. ("Associated Companies" shall mean and include any and every Company in which at least 25% in the aggregate of the Ordinary Share Capital is for the time being held by or in the beneficial ownership of the Company and/or any of its associated companies)

You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.

During the employment period, if you are required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company.

You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.

All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.

PhonePe Private Limited (Formerly Known as FX Mart Private Limited)

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Regd Office : Unit No.001, Ground Floor, Boston House, Suren Road, Off. Andheri-Kurla Road, Andheri (East) Mumbai – 400093

Email : support@phonepe.com | **Phone** : +91-124-6789-345 | **CIN** : U67190MH2012PTC337657



If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.

You shall not do or indulge in any of the following, without the prior written consent of the Company:

(a) **Compete:** During the Employment Period and for a period of at least 6 (Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company;

(b) **Solicit Business:** During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company;

(c) **Solicit Personnel:** During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You acknowledge and agree that the compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, you may be having official dealings.

You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which will have Company's Code of Conduct, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. You are required to go through the same and understand them. You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than



you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time.

No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.



If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

For PhonePe Private Limited

DocuSigned by:
Arsh Rachit
B437AA58BFC2437...

Arsh Rachit
Head of HRBP

I accept the above terms and conditions and shall abide by them.

Signature : \Signature4\

Name : **Dipak Kishor Patil**

"This is an electronically generated document, hence will not be printed on letter head material."



Annexure I: Your Rewards Summary

Name : Dipak Kishor Patil

City : Mumbai

Compensation Structure	INR Annually (in Lakhs)
Total Base Pay (A)	361,200
Basic Salary	252,000
House Rent Allowance	87,600
Provident Fund (Employer's Contribution)	21,600
Performance Bonus (B)	90,300
Total Cash Compensation (C = A+B)	451,500
Benefits Cost (D)	38,521
Insurance Cost	26,400
Gratuity	12,121
Cost To Company (E = C + D)	490,021
Your Rewards (E + G)	490,021

Note:

- USD to INR conversion rate taken for the above computation is as per the closing exchange rate at the end of the previous month
- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Performance bonus is paid as per the terms and conditions of the company bonus plan.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

Reference No. - 1384028512

Applicant ID - 3917697

30-May-2021

Gaurav Patil

Dear Gaurav,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384028512

Applicant ID - 3917697

30-May-2021

Gaurav Patil

Dear Gaurav,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in CARDS at PUNE - BUND GARDEN ROAD - RO.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 07-Jul-2021.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Reference No. - 1384028512

Gaurav Patil

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Reference No. - 1384028512

Gaurav Patil

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

: 4:

Reference No. - 1384028512

Gaurav Patil

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.05.30 11:50:52 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384028512

Gaurav Patil

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,40,100/- (Rupees One Lakh Forty Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1384028512

Gaurav Patil

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.05.30 11:50:53 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Gaurav Patil

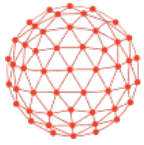
Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	11,675	1,40,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	29,075	3,48,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	33,575	4,02,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 30-May-2021

Digitally signed by AMIT PRAKASH
 Date: 2021.05.30 11:50:53 +05:30
 Reason: Offer Letter
 Location: Mumbai



elasticrun
NETWORK OF POSSIBILITIES

Date: 21-Apr-2023

Ref. No: Apr 23/EMP04528/Appointment Letter/126 J20

Subject: Appointment Letter

Dear **Jitendra Machhindra Patil** ,
Employee Code : **EMP-04528**

We are delighted to onboard you as **Senior Executive- Central Operations** with Elasticrun based at **Pune** beginning on **01-Apr-2023** .

All other terms and conditions of your appointment remain the same as mentioned in the offer letter dated : **20-Apr-2023** accepted by you. We also understand that you have access to and have accepted the company policies.

We look forward to your valuable contributions and wish you all the very best for a rewarding career.

Welcome to the Elasticrun family!!

For Ntex Transportation Services Private Limited

Authorized Signatory

NTEx Transportation Services Pvt Ltd.

2nd Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

www.elastic.run



Prashant Pradeep
Patil

Employee: 2486401



Mphasis
The Next Applied

To,

Vishal Patil
Khol Galli, Bajar Chowk,
Bhadgaon, Taluka- Bhadgaon,
District-Jalgaon -424105

January 10, 2022

Letter of Appointment

Dear Vishal,

Welcome to NICE!!

It is our privilege to welcome you to Nice Software Solutions Pvt. Ltd. in the position of BI Consultant, Informatica. We believe that an organization's growth is driven by the passion, perseverance & smart-work of people who are willing to raise the bar of excellence at each step. We look forward to your valuable contributions in augmenting our Company's business and repute.

We wish to share herewith the detailed terms and conditions which will govern your employment with NICE and the related guidelines applicable to all NICE employees. These terms and conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to positive background check / reference check / pre-employment checks, as applicable.

We look forward to working with you and are confident that your career with NICE will help you grow and realize goals, both professionally and personally.

Welcome aboard!

Yours Sincerely,

For Nice Software Solutions Pvt. Ltd.



Snehal Chavan
(Lead Human Resources)



Vishal Patil

General Terms and Conditions of Employment

1. Working Hours:

NICE observes 5-days a week with Saturday and Sunday as weekly holidays. Typical office hours, though not restricted to, are from 10.00 AM to 7.00 PM, with a staggered lunch break of 30 minutes. Employees are expected to follow the client's working hours and holidays while on deputation to client's site in India or abroad. You shall conform to such hours of work or work shifts as may from time to time reasonably be required by the company for proper discharge of work/duties under this employment and you shall not be entitled to receive any additional remuneration other than that provided under clause 2 of this agreement. Further, in the event of failing to register your attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, 'NICE' shall reserve the right to initiate appropriate disciplinary action as per the company's policy.

2. Compensation and Benefits:-

Salary- Your Fixed Gross Salary will be INR 1020000/- (Rupees Ten Lakhs and Twenty Thousand only). The detailed salary structure is defined in Annexure 1. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. You may also receive additional benefits including and not limited, to amounts in cash and or in kind, which could be referred as rewards, awards, and gifts.

Allowances - You will be entitled to various allowances such as House Rent Allowance, Conveyance Allowance and Medical Allowance which would be part of your gross salary.

Provident Fund - When you begin employment with NICE, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; NICE makes a separate additional matching contribution to your account. You may opt for additional contributions to your Fund account through payroll deduction.

Gratuity - After you complete five years of continuous service, NICE will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

Mediclin Insurance - You will be covered with an amount of Rs.5,00,000/- by the Group Medical, Personal Accident Schemes of the Company.

Annual Performance Bonus - The Annual Performance Bonus would depend upon your performance and is solely at the discretion of the Management. This is payable only after the employee has completed 1 calendar year with the company, is still employed with the Company and not serving notice period on the day of payout (31st March in our case).

All bonuses are determined at the discretion of NICE, and are subject to standard withholding taxes.

Thus, the total cost to the Company would be INR 1186164/- (Rupees Eleven Lakhs Eighty Six Thousand One Hundred and Sixty Four Only). In addition to this you shall be paid other service benefits in accordance with the rules and practice of the company relating thereto either in force or as amended from time to time

Consulting Incentive - Depending upon the project, a consultant employee would be eligible for the consulting incentives as mentioned in Annexure 1. Boot Camp associates will be eligible for incentives after completion of one calendar year from their date of joining if they are deputed on billable engagements.

Your individual remuneration is purely between yourself and the Company and has been arrived at on the basis of your job, skill, specific background, and professional merit. We expect you to treat this information and any changes made therein from time to time as Personal and Confidential.

Emerging Employee Reward Program (EERP) - The expertise you gain over your tenure is valuable to NICE and we recognize your continued commitment and progression toward becoming a future leader in the firm.

- a) NICE rewards this expertise through a tenure-based incentive, which begins after 24 months of continued service with NICE and continues till the 10th year. Should your employment with NICE terminate for any reason, then you agree to reimburse NICE for any EERP payments to you within the previous 6 months (from the day you complete the tenure milestone).
- b) Employees serving notice period will not be eligible for EERP.
- c) The pay-out will be made in the subsequent month (For example: if someone has joined on June month, they EERP pay-out will be made on July month) subject to continuity of your service for 2 years without any unapproved absenteeism.
- d) Female employees on Maternity Leaves are eligible for the pay-out post they resume service back from maternity leave and on completion of 'continued' required tenure.

3. Employment Terms:-

Full Time Work - Your position is a full time employment. You agree to not take up any other work – part time or otherwise – or work in Director/ Partner/ Member/ Employee/ advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

Code of Conduct - You are expected to abide by the rules & regulations of the Company, be courteous, honest and professional within the Company and with its clients/customers, and maintain & represent the Company's high standards of professional services at all times. You shall not refuse to take up any assignment that may be offered to you by the Company. You will, at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in this document, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

You hereby agree and confer jurisdiction of the courts situated at Nagpur city for resolving any disputes or instituting any suit or proceedings for the disputes arising out of this Agreement.

Performance Review - You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. Salary increments are discretionary and will be subject to and on the basis of the Company & Individual performance. In general, salary reviews will be done once in a year. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

Company Assets - You shall be responsible for all Company properties and material that are in your possession, and all equipment like telephones, computers, projectors, etc. that would be provided to you to enable you in executing your tasks.

Confidentiality - You will not, during the continuance of this appointment and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential nature. Please note that the terms and conditions of your services with 'NICE' shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, IT Equipment & Software, the Code of Business Conduct & Ethics and your Employment shall be governed by all the rules and regulations of the Company, as amended from time to time. This offer is also conditional upon your acceptance and execution of the relevant Nice Software Solutions Pvt. Ltd. agreement. The confidentiality obligation will be perpetual in nature.

Transfers - Though you have been appointed for a specific position (and location), your services are transferable from one location to another, one department to another and also can be seconded or deputed by the Company to any Company of the NICE group operating in India or overseas and under the management and/ or ownership, direct or indirect, of Nice Software Solutions Pvt. Ltd., whether existing on date of your appointment or to be established thereafter, at the option of the Company.

Past Records & Employee Representation - Your appointment with the Company is solely based upon the representations, made by you, regarding your qualifications and/or experience, which the Company has relied upon. The Company may, at its discretion conduct background check prior to or after your expected joining date to validate records submitted by you. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks or it is found at any point of time that your representation regarding your qualifications and/or experience is incorrect and/or false and/or fraudulent and/or forged or if you are found to have willfully suppressed any material information, the Company reserves the right to withdraw this appointment without notice and compensation or take any appropriate action against you, including, but not limited to termination of your employment. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation. Should the background checks raise any concerns regarding any of the details provided by you, the Company may ask you for further information to substantiate the details before initiating appropriate action.

Probation Period - You will be on probation for an initial period of 6 months from the date of joining. During this period, your performance will be reviewed periodically and upon successful completion of your probation period, your services in the Company will be explicitly confirmed, in writing, else your probation period will be deemed to have been extended further. During the period of probation, your services will be liable to be terminated at any time without any notice or payment in lieu of notice and without assigning any reasons

4. Intellectual Property Rights:-

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Nice or its Clients will be deemed as work done for hire and it belongs to NICE perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawing, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such

rights. As and when requested by NICE, you shall sign all such documents and instruments including any actions that is required to affect the purpose of assignment of IPR to Nice during your tenure with Nice or otherwise.

5. Non-solicitation of Customer(s):-

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- a) Assist, aid, induce, facilitate or cause any customer or client of the Company who is a former/ existing or prospective client or customer of the Company to cease, terminate, divert or discontinue either any part or whole of its business with the Company;
- b) Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

6. Non-compete Clause: -

You agree that for a period of one (1) year following the termination of your employment with NICE for any reason, you will not: (a) accept any offer of employment from any customer of NICE, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with NICE; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from "NICE". You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with "NICE" for any reason.

7. Non-Solicitation: -

You shall not during the term of your employment with the Company and any time thereafter, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact, or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

8. Postal Address / Contact Details:-

You will keep the Company informed of your current postal address along with contact number for communication. You will also keep the company informed, in writing, of the changes that may occur in your postal address and contact number during your period of employment with the Company. The communications sent on your available address and Email, which will be deemed to have been served upon you in case you failed to notify the change of address from time to time.

9. Separation: -

The Company may terminate your services at any time either by giving 90 days' notice period or payment of 90 days consolidated salary in lieu of notice. Similarly, if you wish to resign from the services of the company, you may do so by giving 90 days' notice period in writing. Should you leave the Company's service without notice, you will be liable to pay to the Company a sum equivalent to your 90 day's consolidated salary and/or you will be liable to be sued for damages.

The company reserves the right to decide upon an early relieving date without any compensation or obligation whatsoever. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. If at any time you are found guilty of misconduct or if your performance or conduct is not satisfactory, your services are liable to be terminated without notice or without payment in lieu of notice. The decision of the company shall be final and binding on you. On termination or acceptance of the separation notice, you shall immediately, before you are relieved, hand over the papers, documents, keys, all software's, correspondence, specifications, books, data, drawings, I-card, laptop, access card and any other assets of the company as part of separation formalities and shall not make or retain any copies of these items. Your services can be terminated by the Management in case you are declared medically unfit by the Company's empaneled doctors. In the routine course, after confirmation you will retire at the age of 55 years.

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

We welcome you to the NICE Family and wish you a rewarding career over the years to come.

For Nice Software Solutions Pvt. Ltd.



Snehal Chavan

(Lead Human Resources)

I have read, understood and agree to the above mentioned terms and conditions of my appointment letter and undertake to abide by the same and shall execute the necessary agreements/ bonds or contracts of employment, as desired by the company.

Date:

Vishal Patil

Place:



Annexure I

Vishal Patil :: BI Consultant, Informatica			
	Particulars	Per Month	Annual
Salary	Basic Pay	29750	357000
	House Rent Allowance	25000	300000
	Special Allowance	27250	327000
	Conveyance Allowance	3000	36000
	Gross Salary	85000	1020000
	EPF (Employer PF)	1800	21600
	Leave With Wages		20284
	Annual Performance Bonus		102000
	Gratuity*	1190	14280
	Mediclaime Insurance		8000
	TOTAL CTC		1186164

Emerging Employee Reward Program

Tenure & Months			
	On completion of 2 nd Year from DOJ	On completion of 5 th Year from DOJ	On completion of 10 th Year from DOJ
Pay-out Amount	100000	150000	200000

'NICE' Benefits

- Enjoy **15 days** of Paid Leaves (in addition to the **11 days** of Company's declared holidays).
- NICE provides Medclaim Insurance up to INR 300,000/- to all its employees. Additionally, NICE extends coverage for your spouse & two kids for an additional INR 200,000/- (on floating basis). Kindly provide relevant details to HR for updating the policy coverage.
- **All Incentives & Bonuses** will be governed by the guidelines as mentioned in the "**NICE Incentives & Bonus Policy**" which is available on NEST Portal. Please make sure to read the latest policy on NEST portal to understand the eligibility & guidelines for the same.
- Stay Fit & Be Pampered: Nice employees are privileged to avail 60% discount at People's Gym & A Cut Above Salon & Spa, Nagpur via its Corporate Membership.
- If you join us on the mentioned joining date; you will be entitled for a Joining Bonus of Rs. 50,000 (Fifty Thousand Only). Joining bonus amount will be disbursed in two equal instalments. First instalment will be disbursed after completion of 2nd month and Second Instalment will be disbursed after completion of 4th month from your date of joining.
- In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with Nice Software Solutions Pvt. Ltd., else they will have to reimburse the entire amount to Nice Software Solutions Pvt. Ltd.

You are requested to confirm your acceptance of the terms and conditions contained herein by returning a signed copy of this letter.

Nice Software Solutions Pvt. Ltd.



Snehal Chavan

(Lead Human Resources)

Date:

Place:

Vishal Patil



HRD/InfosysBPM/1001669375

01-February-2021

Mr. Yash Baban Patil

Jay Vijay House, Akalpit Apt
Balaji Nagar, Pune

STRICTLY PRIVATE & CONFIDENTIAL

Dear Yash Baban Patil,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | | |
|----|-------------------------------|---|--------------------------|
| a) | Role | : | Process Executive |
| b) | Role designation | : | Process Executive |
| c) | Job Level | : | 2B |
| d) | Date of Joining | : | 03-February-2021 |
| e) | Location of Posting | : | Pune |
| f) | Gross Salary per month | : | Rs. 16725/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under “**Infosys Performance & Loyalty 2.08 Plan**”, upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you **30 calendar day's prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Raghavendra. K
Senior Vice President & Global Head- Human Resource Development
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

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

sincerely,



Raghavendra K Senior Vice President & Global Head- Human Resources Development

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

Date: _____, 20____

Sign your name

_____ Location
Print your name

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

APPENDIX 1

COMPENSATION DETAILS

Name	Yash Baban Patil
Role Designation	Process Executive
Job Level	2B
Date of Joining	03-February-2021
Location of Posting	Pune
Fixed Components	Amount in INR per month
Basic	10692
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	593
Sub Total 1	12385
Statutory Components	
Company Contribution to Provident Fund	1415
Gratuity	567
Bonus	2358
Sub Total 2	4340
Gross Salary per month - Sub Total 1+2	16725
Total Annual CTC	200700

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs 2500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein

Offered by: Date: 01-February-2021 _____ Sign your name Anamika Singh _____ Print your name 9016703 HRD _____ Emp No. Dept.. Name	Candidate: Date: _____, 20____ _____ Sign your name Yash Baban Patil _____ Print your name	SAP data provided by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name	SAP data updated by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name
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APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 th /14 th month from joining	Up to Rs. 133/day*
Transport** (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250** - Rs. 1085**

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM – 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM – 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

- (1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.
- (2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with InfosysBPM for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;
 - b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

Date: 30/12/2019

To
Saurav Paul,

Sinhgad Institute Of Management
Pune,

Sub: Letter of Intent

Dear Saurav,

Further to the recruitment process held for your campus, we are pleased to confirm your selection in our company. After joining you will be on probation for a period of six months or such extended period as may be decided by the Company.

You shall be required to join the Company tentatively during the period of May 2020 to October 2020. Your actual date of joining, place of work, job title & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. The discretion on your placement /place of work i.e. metro or non-metro will be with the Company. A formal offer cum appointment letter mentioning terms and conditions of the employment will be provided on your joining. Please note that your selection is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time and is not your appointment letter. You are further informed that your selection will be cancelled and this letter of intent will stand withdrawn if you fail to full fill the criteria stated above.

You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

Fixed Pay structure that we offer to our employees joining through campus are enclosed herewith in Annexure 1 for metro and for non-metro locations. Employees working in following locations are considered as working in Metro location viz: - Mumbai, Delhi / NCR, Bangalore, Chennai, Ahmedabad, Pune, Kolkata, Indore, Hyderabad. Rest all locations are non-metro locations.

For any further queries you may get in touch with your Regional HR Manager Sourabh Kumar at 9923004437

Please acknowledge the Letter of Intent by accepting a copy of this letter for our official records.

Yours Truly,

For ICICI Securities Ltd


Sourabh Kumar

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com

Saurav Paul
Accepted.



Non Metro		
Remuneration		
Components	Monthly	Annually
Basic	10,420	125,040
HRA	5,210	62,520
LTA	2,171	26,050
Supplementary Allowance	9,303	111,631
Total Cash	27,103	325,240
Retiral Benefits		
PF	1,800	21,600
*Gratuity	868	10,416
Total Pay	29,771	357,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	31855	382,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		



Sachin Paul
Accepted.

Metro		
Remuneration		
Components	Monthly	Annually
Basic	11,295	135,540
HRA	5,647	67,770
LTA	2,353	28,237
Supplementary Allowance	10,235	122,819
Total Cash	29,530	354,366
Retiral Benefits		
PF	1,800	21,600
*Gratuity	941	11,290
Total Pay	32,271	387,256
**Performance Linked Variable Pay	2083	25000
Cost To Company (CTC)	34355	412,256
Local Conveyance, Mobile Allowance, Health Insurance Benefit, Personal Accident Cover		As per company policy
·Death Benefit as per company policy in case of untimely demise while in the service		
*Gratuity will be in accordance with the statutory requirement and /or, as per Company policy. It is payable after completion of 5 years of continuous service.		
**Performance linked variable pay: You will participate in the Company's Variable pay plan. The payout depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed payout towards performance linked variable pay. The performance linked variable pay awarded to you in any year will have no bearing to your previous year's performance linked variable pay. Please note that the performance linked variable pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.		

Handwritten mark

*Sachin Patel
Accepted.*



Barclays Global Service Centre Private Limited

Registered Office: 5th to 12th Floor (Part)

Building G2,

Gera Commerzone SEZ,

Survey No. 65,

Kharadi,

Pune - 411014

CIN - U72200PN2007FTC132479

Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

3 November 2023

Rupesh Purnaye
Makan Nambar-111/1, Ward Nambar- 06,
Railve Coloney, Chinchala, Burhanpur,
Burhanpur
450331

Dear Rupesh,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed are a Summary of Key Terms, any applicable Schedules and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment terms with Barclays ("**Employment Letter**").

The Employment Letter refers to the Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) as these are a central part of everything we do. The Values as well as our purpose and behaviours, will have formed a key part of your selection process when being offered a role at Barclays. You will be expected to act in accordance with the Values as a Barclays employee, and in particular, to follow our Code of Conduct (known as the Barclays Way). More information on this, and how we 'live' the Values will be available prior to and on joining Barclays.

This offer is conditional upon you satisfying Barclays recruitment and screening conditions and procedures and where applicable, the appropriate regulatory approvals. To start the process you will need to complete an application form. If you have not already received it, you will receive a link to the site shortly.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India. You will also need to sign one copy of your Employment Letter (enclosed) confirming, that you have read, understood and accept the terms. You must return this on your first day of employment.

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Head - HR Operations and Payroll

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together comprise your Employment Letter.

Name	Rupesh Purnaye
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Specialist Customer Care Support, BA2 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	15 December 2023, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in LTS - Barclays Global Service Centre, Gera Commerzone SEZ , Survey No.65, Village Kharadi Pune – 411014.
Working Hours	<p>Your hours of work will be an average of 40 per week. Rest intervals and breaks are separate from the 40 hours of work.</p> <p>The Company is operational 24 hours a day, 365 days a year, so depending on your business function, your working days and hours may involve day and night shifts, and working on weekends/weekly offs and holidays, as permitted under applicable laws. Your manager will inform you if you are required to work in a different shift.</p> <p>You will devote sufficient time to your duties. Subject to applicable laws, you may be required to work such additional hours as are required for the proper performance of your duties as per any applicable Company policy, which may require that you attend the office, or be available to fulfil your function, outside normal hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the company may in its discretion consider necessary.

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as "**Employment Letter**". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
 - (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.
- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.

- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Employment Letter and the exercise of that right to terminate is not limited or fettered by any term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

(a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or

(b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You confirm that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further confirm and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Employment Letter.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).
- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional

conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, Inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You confirm that you will provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You confirm that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.
- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual

Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.

- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You confirm that such assignment shall be perpetual, worldwide and royalty free. You also confirm that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and confirm that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "**Confidential Information**" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;
 - (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
 - (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;

(f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;

(g) budgets, management accounts, trading statements and other financial reports;

(h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and

(i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You undertake to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You confirm that you will be bound by and will comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("**Training Agreement**") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

- 13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours would additionally include up to a daily one hour break.
- 13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

- 14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby confirm that you co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.
- 14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

- 16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.
- 16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

- 18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:
- (a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;
- (b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

- i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or
- ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or
- iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Employment Letter (or otherwise fail or refuse to carry out the duties assigned to you); or
- iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or
- v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or
- vi. materially breach the rules of the Regulator; or
- vii. breach any Barclays Group rules on anti-bribery or anti-corruption;
- viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile
- ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.

18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18.4 On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- (a) immediately return to the Company all vehicles, equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the Barclays Group, together with all copies of any such documents that you have in your possession or under your control;
- (b) irretrievably delete any information relating to the business of the Company or the Barclays Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Barclays Group premises;
- (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
- (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "**Payment in Lieu**"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

- 20.1 The Company may suspend you at any time from the performance of all or any of your duties:
- (a) for the whole or any part of any applicable Notice Period; or
 - (b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).
- 20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:
- (a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;
 - (b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;
 - (c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and
 - (d) take any holiday which you have accrued.
- 20.3 During any period of suspension:
- (a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and
 - (b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

- 21.1 You confirm to the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or other entity:
- (a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is

or was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties acknowledge that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is confirmed that each restriction in this paragraph will be construed as separate and individual restrictions.

21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6 If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

(a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;

(b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;

(c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);

(d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and

(e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):

- Any applicable Employee Handbook
- Anti Bribery and Corruption
- Regulator's Business Principles
- Disclosure obligations
- Data protection, confidential information and Chinese walls
- Equality and Diversity
- Managing people, including on various types of leave and our disciplinary and grievance policies
- Bullying, Harassment and Discrimination policy
- Prevention of Sexual Harassment at the Workplace
- Dress at Work
- Electronic and other forms of communication
- Personal account and share dealing
- Conflicts of interest and outside business interests and affiliations
- Market conduct
- Gifts and Entertainment
- Health and Safety
- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"Barclays" means Barclays PLC.

"Barclays Group" means Barclays, the Company, and any company which is from time to time:

- (a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays
- (b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;
- (c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or
- (d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and **"Barclays Group company"** will be interpreted accordingly.

"Company" means your employing entity within the Barclays Group.

"Damages" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"FCA" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"Notice Period" means the notice period as set out in your Summary of Key Terms.

"PRA" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"Regulator" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"Risk and/or Compliance requirements" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"RBI" means the Reserve Bank of India or any successor or applicable regulatory authority.

"SEBI" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"Share" means an ordinary share in Barclays PLC.

"Start Date" means the start date as set out in your Summary of Key Terms.

"Termination Date" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

Offer electronically accepted by: Rupesh Purnaye
Offer electronically accepted on: 6 Nov 2023, 13:33 GMT+05:30



Director CPC Placement <directorcpc.placement@sinhgad.edu>

HDFC AMC LTD. II PATHWAY PROGRAM II 2020 - Selected Candidate

7 February 2020 at 15:59

Harpreet Kaur <HarpreetK@hdfcfund.com>

To: directorcpc.placement@sinhgad.edu

Cc: Sanghamitra Dev Roy <sanghamitrar@hdfcfund.com>, Abha Uday Samant <abhaus@hdfcfund.com>, Zeenat Khan <ZeenatK@hdfcfund.com>

Dear Team,

We are pleased to inform you the following students have been **selected** as **Pathways** by our Organization

- Akash Gite
- Aman Rathore
- Gaurav kolapkar
- Kamlesh Rade
- Mangesh Dhawale
- Mayuresh Bule
- Shruti Narayan

Kindly ensure they do not sit in any other recruiting companies' hiring process and/or accept any offers.

The students are required to visit the nearest branch for collecting their **offer letters** and completion of documentation process, the date for which will be communicated shortly.

Please feel free to connect in case of any query.

Regards,
Harpreet Kaur
Human Resources
Landline - 022-66580272

HDFC ASSET MANAGEMENT COMPANY LIMITED
Ramon House 1st Floor, Backbay Reclamation,
HT Parekh Marg,
Landmark- (Opposite) Akashwani
Churchgate, Mumbai- 20

From: Harpreet Kaur/Temp/HO/HDFCFUND
To: directorcpc.placement@sinhgad.edu
Cc: Sanghamitra Dev Roy/Human Resources/HO/HDFCFUND@HDFCFUND, Abha Uday Samant/Temp/HO/HDFCFUND@HDFCFUND, Zeenat Khan/Temp/HO/HDFCFUND@HDFCFUND
Date: 02/06/2020 02:03 PM
Subject: HDFC AMC LTD. II PATHWAY PROGHAM II 2020 - Video call Interview

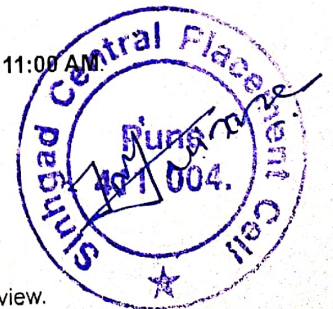
Dear Team,

As discussed, the students will be undergoing their interview on **Friday, February 7, 2020, starting at 11:00 AM**

Please ensure all the students gather at one place (Campus) for the interview round.

Process for Video Call (VC):

For the purpose of the VC, download and install the ZOOM Application.
You can choose to use either in phones or laptops for the video conference.
You are not required to log-in, just join a meeting, an ID for which will be shared on the day of the interview.



Date :03/07/2022

To
KUMAR SHRIDHAR SARANGI
(Code: CAN442026)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Agency Maanger**. Your services are being deputed to **Daimler Financial Services India Private Limited** on the following terms and conditions:

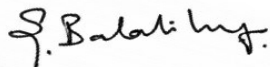
- Your employment will be valid from **04/07/2022 To 30/06/2023** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 324,000.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

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

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

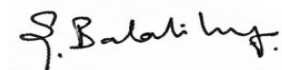
Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	7,500.00	90,000.00
Statutory Bonus	1,250.00	15,000.00
Other Allowance	3,250.00	39,000.00
Gross Salary	27,000.00	324,000.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	1,227.00	14,724.00
CTC (Cost to the company)	30,027.00	360,324.00
Employee's Contribution to EPF	1,800.00	21,600.00
Total Deduction	1,800.00	21,600.00
Net take home = (Gross salary- Total deduction)	25,200.00	302,400.00

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

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

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

CV's of SMI Students - Tech M

Kanchan Sharma2 <KS00458679@techmahindra.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Sudha Vutukuru <SV0065312@techmahindra.com>

6 January 2020 at 16:20

Hi Sapna,

As discussed, we are going ahead with Prakash Satav as well. Please discuss with Students and share their consent by tomo first half.

Documents required to process Internship offer letter-

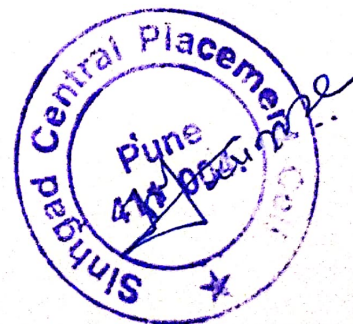
- Updated CV
- Internship Letter from college
- Adhar card Scan copy
- Education Docs Scan Copy

Kanchan Sharma | RMG-TMG | SBU D-CROW | Pune

Mobile: 8619588279

From: Kanchan Sharma2
Sent: 06 January 2020 15:32
To: 'Director CPC Placement' <directorcpc.placement@sinhgad.edu>
Cc: Sudha Vutukuru <SV0065312@TechMahindra.com>
Subject: RE: CV's of SMI Students - Tech M

Hi Jayesh,



Feedback - Bharti Airtel Limited

Rohan Jain <rohan.jain@v5global.com>

19 February 2020 at 18:09

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>, Ravi Gupta <ravi.gupta@v5global.com>

Cc: Sambhaji Pawar <sambhajipawar.skssbm@sinhgad.edu>, Abhijeet Vitekar <abhijeet.vitekar@v5global.com>, Vaishali Zoting <vaishali.z@v5global.com>

Dear Jayesh Sir,

PFB selected candidates list.

I am sharing remaining details in my next email.

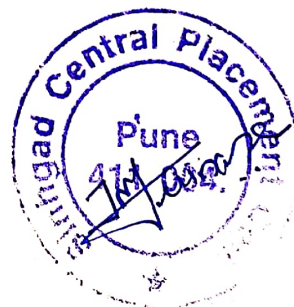
Sr No	Name	Final Remark
1	Navin Khairnar	Selected
2	Husain Shad	Selected
3	Sumit Band	Selected
4	Mithilesh Vijay Sharma	Selected
5	Divya Nair	Selected
6	Gaurav Patil	Selected
7	Deepak Gaikhe	Selected
8	Pankaj Kumar Rai	Selected

Thanks and Regards

Rohan Jain

Branch Manager – Pune & MPCG

Email – rohan.jain@v5global.com





Dear Sharukh Jafar Shaikh,

Subject: Your Appointment in the Bank's Service

Congratulations on your selection in Ujjivan Small Finance Bank!

Further to the selection process undertaken by the Bank for the position of **Assistant Acquisition Manager** we are pleased to offer you appointment as **Assistant Acquisition Manager** subject to the below mentioned terms and conditions apart from other Service Rules and conditions that are applicable or may become applicable from time to time:

Position Offered	Assistant Acquisition Manager
Grade	UJJC
Compensation - Annual Fixed Pay (A)	320000
Compensation - Target Variable Pay* (B)	480000
Compensation - Cost to Company CTC (A+B)	800000
Period of Probation (Months)	6 Months (180 Days)
Place of Initial Posting	West 4493-Latur,Latur, Maharashtra, India, (West-SFB)
Reporting to	Branch Manager
Date within which you should join the service of the Bank	16-12-2022

Target Variable Pay (TVP)*

For Sales Award earning roles, a maximum of up to 150% of yearly fixed pay will be paid every year based on performance. For Performance bonus earning roles, TVP will be 10% of Total CTC.

The position offered is provisional, subject to:

1. You fulfilling the terms and conditions specified in Annexures A, B, C forming part of this offer letter (the contents in the said Annexures shall be deemed to have been incorporated in this offer letter),
2. You fulfilling all eligibility criteria applicable for the position,
3. You being found medically fit,
4. You submitting the particulars specified in Annexure C hereunder.

If you are currently in the employment of any organization

1. You submitting proper relieving letter and no due certificate issued by the current employer, and
2. Your Universal Account Number ('UAN') with the Employees' Provident Fund Organization compliant with Aadhaar particulars. If your existing UAN is not Aadhaar compliant and you shall not fall under the term Excluded Employee within the meaning of Employees' Provident Fund Scheme, 1952, you should make the UAN Aadhaar complaint before the date of joining.

On your date of joining, please report to . Queries, if any, related to this offer letter may be addressed to: .

If, due to any reasons, you are unable to join the service of the Bank on or before the date mentioned above, the communication in writing stating such reasons should be served on the Bank at least 7 (Seven) working days prior to the scheduled date of joining mentioned above. In the absence of such communication, this offer letter will be treated as revoked on the date mentioned above.

If the terms and conditions contained herein are acceptable to you, please convey your unconditional acceptance by signing the



duplicate copy of this offer letter and sending the same to the undersigned so as to reach him/her on or before 16-12-2022. If we do not receive your unconditional acceptance within the above mentioned date, this offer letter will be treated as withdrawn.

Welcome to Ujjivan Small Finance Bank Limited. Looking forward to a successful and significant association with you.

Yours sincerely,
For Ujjivan Small Finance Bank Limited,

Encl: Annexure A (Duties); Annexure B (Entitlements); Annexure C (Joining Documents)
I hereby unconditionally accept the offer and the terms and conditions.

Name:
Signature:
Date: 12-12-2022

ANNEXURE A

Benefits

All benefits applicable for the position shall be governed by the guidelines issued by Ujjivan Small Finance Bank Ltd. ('Bank') from time to time. The Bank may vary, modify or amend the guidelines from time to time and give notice thereof to the employees.

Probation

You shall be on probation for a period of **6 Months (180 Days)** from the date of joining the Bank. The said period of probation may be extended by the Bank for such further periods warranted, at the absolute discretion of the Bank. On successful completion of the probation period to the satisfaction of the Bank, the Bank may in writing confirm you in services in accordance with the policies and procedures of the Bank. The Bank reserves its rights to conduct background verification, antecedent checks, reference checks etc. as part of the process of confirmation.

Notice Period

During the period of probation (or the extended period of probation) and till such time you are confirmed in the service of the Bank in writing, the Bank shall have the right to terminate (discontinue or dispense with) your services by giving **30 (Thirty) days'** written notice or salary in lieu thereof.

If you desire to leave the services of the Bank during the period of probation, you shall serve upon the Bank due written notice of **30 (thirty) days**.

After confirming you in services, the Bank shall have the right to terminate (discontinue or dispense with) your services by giving **3 (Three) months'** written notice or salary in lieu thereof.

If you desire to leave the services of the Bank after confirmation, you shall serve upon the Bank due written notice of **3 (Three) months**.

However, the Bank shall have the right to terminate you forthwith without Notice, if there exists any circumstance necessitating such termination vis-à-vis the Policies of the Bank.



Upon confirmation in services, the Bank shall have the right to decide your further posting and/or change in role, depending on business exigencies, and you shall be bound by such decisions.

Prevention of Sexual Harassment

As a responsible employer the Bank is committed to providing a safe work environment to its employees, free from harassment towards or by the employees, in line with the applicable legislation in the country. This includes harassment of an employee by supervisors, colleagues, customers, vendors, consultants, contract employees or any other party with whom the Bank has a business, service or professional relationship. The Bank encourages employees to express freely, responsibly and in an orderly manner through defined channels, about any problem or complaint of sexual harassment. Strict action will be taken against the accused if proved guilty after due enquiry process. In case the complaint is found to be malicious, the complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Management. You are hereby advised to read thoroughly the policy on prevention of Sexual Harassment and encouraged to reinforce the maintenance of a work-environment free from sexual harassment.

Declaration of Life Events

You will duly intimate HR Department of the Bank in writing as regards major life events, occurring during your course of employment with the Bank, which will have a major impact on your personal and professional life and which may enable you to avail certain employee benefits and/or may result in any change in the nominees/dependents declared by you. These life changes may include change in marital status, birth of children, death of nominee/dependent, change in the name of the employee, change in the name of the nominees/dependents, additions or deletions in the list of nominees/dependents and change in Permanent or Correspondence Address. Unless you inform the Bank in writing about such major life events, the Bank shall be reckoning the data available with it for all purposes, including for benefits, if any.

Intellectual Property

In consideration of the Appointment, you agree:

1. That the Bank shall own (as its exclusive property, free from any obligations towards you) all intellectual property developed or conceived by you either solely or jointly with others during the period of your employment, (1) that are along the lines of the businesses, work or investigations of the Bank or as to which you may receive information due to your employment, or (2) that results from any work which you may do for the Bank or (3) that are otherwise made through the use of the Bank's time, facilities or materials; and
2. To execute all necessary papers and otherwise provide proper assistance (at the expenses of the Bank), during and subsequent to your employment, to enable the Bank to obtain for itself or its nominees all patents, copyrights, or other legal protection for such intellectual property in any and all countries.

Prevention of Insider Trading

1. In line with the SEBI (Prohibition of Insider Trading) Regulations, 2015 as modified from time to time, you shall comply with the employee share trading code as approved by the Board of Directors of the Bank. In addition, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.
2. You are not authorized to and must not at any time.
3. Trade on your own account by pledging the credit of the Bank, or
4. Even on the Bank's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Bank to risks which are beyond its financial capacity to bear.

Non-Compete

During your employment with the Bank, you will devote your whole time, attention and skill and your ability for the Bank's business. During your employment with the bank, you shall not, without the written permission of the Bank, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time. You hereby agree not to directly or indirectly compete with the business of the Bank and/or its successors and assigns during the term of the Appointment and for a period of 2 (Two) years following the expiration or termination of the Appointment notwithstanding the cause or reason for termination. The remuneration paid to you during the course of this employment shall constitute adequate consideration for such non-compete obligations.

Malus/Clawback

The Bank can exercise provisions of malus/clawback in respect of your remuneration to address misconduct risks and all statutory and regulatory stipulations as applicable. You shall comply with the performance requirements and other regulatory requirements, internal policies etc., as communicated by the Bank from time to time.

In the event of subdued or negative contribution of any employee or the relevant line of business, towards achievements of the



Bank's objectives in any year as determined by the Bank and/or occurrence of instances (such as subdued/negative financial performance of the Bank, unsatisfactory or less than expected performance of particular line of business in any year (barring any extra ordinary situation), erroneous classification of assets and inadequate provisioning against NPAs etc.) the Bank reserves the right to invoke malus/clawback provisions on the remuneration. Such provisions may be applied on any increments, cash bonuses or share linked instruments granted by the Bank.

Under a malus arrangement the Bank may prevent vesting of all or part of the amount of remuneration. Under a clawback arrangement, you agree to return previously paid or vested fixed or variable remuneration to the Bank under certain circumstances.

Duties/Obligations

You shall:

1. Perform, observe and conform to such duties, directions and instructions including the organization's code of conduct as may be assigned or communicated to you by the Bank from time to time.
2. Ensure all your accounts, dealings and transactions relating to the business of the Bank are true and accurate and you shall at all times when required render true and just account thereof to the Bank or to such persons as shall be authorized to receive the same.
3. Declare in a prescribed format, a statement of your assets and liabilities as and when requested by the Human Resources or Compliance team.
4. Not at any time act in a manner detrimental to the interest of the Bank.
5. Be responsible for safekeeping and return, in good condition and order, all the properties of the Bank, which may be or happen to be in your use, custody or charge including information relating to the Bank or work related information on your hand held device, mobile phone, tablets, laptops, desktops and related accessories.
6. Abide by all the staff rules and, regulations and policies, which may be in force from time to time.
7. Be expected not to have any financial transaction of any nature whatsoever with all the people you work with eg. Superiors, subordinates, peers, vendors, consultants, DSA's, borrowers, depositors, collectors, advocates, valuers, CA's, auditors etc.
8. Automatically retire on attaining the age of superannuation, as per Bank's policy on retirement age as amended from time to time.
9. Be required to sign and comply with a confidentiality agreement and other such documents and undertaking relating to confidentiality, ethics, code of conduct and professional work practice that the Bank may consider necessary from time to time.
10. Abide by various Human Resources Policies and Procedures of the Bank, which would be applicable at any given point in time and may change from time to time. The Bank may amend such Policies and Procedures from time to time as per the business requirement. You should get acquainted with all such Policies and Procedures and the amendments thereof, from time to time.
11. Be expected to read and understand the Standard Operating Procedures (SOPs) of the Bank and familiarise yourself with it and abide by it at all times. The copy of the SOPs will also be available in each department/ branch.
12. You shall not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Bank, its subsidiaries or its affiliates.
13. Understand, accept and acknowledge that your designation may undergo change(s) during the term of your employment in accordance with the operational requirements of the Bank.
14. Accept and acknowledge that the Bank reserves the right to transfer you to any other location where it is in operation or may conduct its business in future, at its own sole discretion.
15. Accept and acknowledge that, for all legal proceedings and disputes relating to your employment with the Bank, the courts/tribunals/forum in Bangalore alone shall have jurisdiction over all such matters.
16. Accept and acknowledge that, notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your Grade as may be deemed appropriate, depending on administrative exigencies and requirements.
17. Be governed by the working hours applicable to your location, as defined by the Bank's policy and applicable legislations of the concerned State, and communicated to you by your manager.
18. Upon culmination of the present employment, for any reasons whatsoever, expeditiously return to the Bank all assets (tangible and intellectual property, including client lists) in as close a working condition as under which they were entrusted subject to normal wear and tear as also to remove, delete or destroy content relating to the same on your systems or devices.

This offer shall be subject to character and antecedents verification to be undertaken by the Bank to its satisfaction.



Pankaj Kesarwani
Regional Manager-HR

ANNEXURE B

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic + DA		
Basic	164856	13738
Allowances		
Hra	8243	687
Special Allowance	102555	8546
Total Earnings	275654	22971
Retirement and Other Elements		
Employer Contribution to PF	21600	1800
Gratuity	7926	661
Insurance Premium	14820	1235
Total Retirement And Other Elements	44346	3696
Fixed Pay	320000	26667



Indicative Target Variable Pay	480000	40000
Total CTC	800000	66667
Employee Deduction		
Provident Fund Employee Contribution	21600	1800
Health Insurance Premium Co Share	3600	300
Total Employee Deduction Excluding Income Tax and Professional Tax	25200	2100
NET PAY Excluding TVP	250454	20871

*Income Tax as applicable, will be in addition to the deductions mentioned above

*Professional Tax applicable as per the state slab.

1. **Gratuity & Future Service Gratuity** - as per the Payment of Gratuity Act, 1972

2. **Group Personal Accident Insurance** for self - upto INR 5 Lacs as per company policy

3. Group Term Life Insurance for self - 3 times Annual Guaranteed Cash Component (GCC: Basic + HRA + Special Allowance) subject to a minimum 10 Lacs and maximum of 1 crore

4. **Group Health Insurance** - Coverage upto Rs. 3 Lacs (for self, spouse, two children and two parents/ parents in law) as per company policy. Rs. 300 recovery from salary towards employees co-share of premium

5. **Top up Policy**- Voluntary benefit available. Employee paid coverage for increasing the base sum insured.

6. **Employee Deposit Linked Insurance** - Statutory death benefit available as support to nominee/s, in case of the unfortunate event of death of employee. Linked to PF contribution and balance in PF account.

7. **Insurance Premium**- Average cost has been considered for the purpose of calculation of cost to company. This may be subject to change annually, at the time of insurance renewal.

Please note: Amounts from Special Allowance are allocated towards Flexi benefit components below, based on standard allocation practices. Employees have the choice to reallocate or change post joining:

Telephone Allowance:

Telephone allowance is paid monthly and governed by the Compensation Policy as applicable. Employees can get exemption by providing telephone bills at the time of proof submission.

LTA:

LTA is paid monthly. The benefit is tax free as per Sec 10(5) of The Income Tax Act, 1961 and governed by the Compensation Policy as applicable. It is mandatory to provide original bills to avail tax-exemption under the Act, as per timelines specified by the company. If employee provide bills, the same will be validated and tax exemption provided.

Meal Allowance (Food Coupon):

Allowance in lieu of food and beverages provided by the employer. Ujjivan will provide a Meal Allowance of Rs 1200 or Rs.2400 per month if opted for, through a preloaded Visa/ Master/ RuPay Card.

Vehicle Maintenance / Car Benefit:

Employees may claim reimbursement of Fuel, Car Maintenance, Drivers salary and Insurance cost for self-owned cars only

The maximum reimbursement permissible for tax exemption:

- Cars of <1600 cc: Rs 1800 pm - Fuel/ maintenance| Rs 900 pm - Drivers salary

- Cars of > 1600 cc: Rs 2400 pm - Fuel/ maintenance| Rs 900 pm - Drivers salary

An operating lease scheme is being designed and will be rolled out shortly

Please note: Additional amounts from Special Allowance may be allocated towards Flexi benefit components below.

National Pension System:

NPS is a Government of India - Ministry of Finance initiative to promote old age income security through a voluntary, defined contribution pension scheme. If the employee wishes to opt for NPS Contribution they make do so, within 45 days of joining. They will choose the % Contribution that the employer will make, employee contribution amount, Fund Manager, type of fund investment. The employer contribution to NPS is non taxable upto 10% of Basic salary and the employee contribution will be exempted from tax upto a maximum of Rs 50000, in addition to INR 1.5 Lacs under 80 (c).

Target Variable Pay:

a. Indicative Target Variable Pay (TVP):

In addition to the Annual Fixed Pay above, you may be eligible for Target Variable Pay (TVP) as per the policy and discretion of the Bank. Please note that there is no guaranteed pay-out of variable pay.

b. Statutory Bonus. This component is guided by Payment of Bonus Act, 1965. One Month's Basic or Minimum Bonus (Rs.7000) or Minimum Wages of the state will be paid, over and above CTC. The current wage ceiling for this component is a salary of Rs. 21000 per month and is subject to change based on government guidelines relating to Payment of Bonus Act, 1965. This is paid annually.

For more information, visit www.ujjivansfb.in or email customer@ujjivan.com

Details related to your Compensation are strictly confidential.

Please note that there could be additional tax liability arising out of any compensation change. You are required to provide details of your Investment as a Declaration under the Income Tax Act. Kindly contact HR for support



Pankaj Kesarwani
Regional Manager-HR

ANNEXURE C

On the date of joining you shall produce before the HR official of the Bank, originals of the following:

1. Updated version of your Resume
2. Certificates & Mark Sheets in support of your Educational Qualification (SSLC, PUC, Degree & Post Graduation, if any).
3. If you are currently serving any employer, Salary Certificate/Salary Slips for the immediate preceding 3 months.
4. If you had served any other employers other than the current employer, documents specifying the date of joining and date of relieving (such as Experience Certificate / Appointment Letter and Relieving Letter / FFS Documents / Confirmation Letter).
5. Address Proof (any one: Voter's ID / Driving License / Passport / Aadhaar Card).
6. PAN Card.
7. Latest Photographs (3 passports and 2 stamp size, both with white background). (You shall be permitted to join the services of the Bank only upon submission of all the above.)

Duly self attested copies of the above documents should be submitted to the Bank in the below mentioned address at least 15 (Fifteen) working days prior to the date of proposed joining: name, designation, contact particulars and complete address of USFB

Within 2 (Two) days of joining, the following documents in original should be submitted to the Bank:

1. Medical Fitness Certificate (for below 40 years): Inter alia, certifying that the candidate is of 18 years of age or above, the candidate is physically and mentally fit to work, the candidate had no major accidents or illness in the recent past which will impede the candidate's ability to carry out the jobs of similar nature.
2. For candidates above 40 years of age, the following tests to be carried out and the satisfactory Medical Report to be submitted:

Complete Blood Count	Platelet Count
Hemoglobin	Blood Group & RH
Packed Cell Volume	Urine Routine
MCHC, MCV, MCH	RBS
WBC, Differential Count	Chest X –Ray
Peripheral Smear	Physician Consultation
RBC, ESR	ECG



UJJIVAN SMALL FINANCE BANK

Build a Better Life

If you are currently serving any employer, the originals of Experience Certificate, Relieving Letter and No Due Certificate issued by the current employer should be submitted within 60 (Sixty) days of joining.

The Bank reserves its right to conduct background verification with respect to verifying your academic records, criminal/civil records, career/ reference checks, credit bureau checks, Central Fraud Registry (CFR-RBI) checks, address verification etc., either before or after your joining the Bank.

If you are already enrolled with Employee Provident Fund Organization, you should provide to the Bank before joining the services of the Bank, Aadhaar compliant Universal Account Number ('UAN'), PF Account Number, and Address for Correspondence (of the employer / trust). If you fail to provide to the Bank the Aadhaar compliant UAN, your joining date shall get postponed till such time you submit Aadhaar compliant UAN. (However, if you come under the definition of Excluded Employee within the meaning of the Employees' Provident Fund Scheme, 1952, you shall be allowed to join the services without enrolling for EPF. In such case, you may choose to enroll for EPF after making your UAN compliant with Aadhaar.)

If, at any time, the Bank finds that you have suppressed/concealed any information or provided false/misleading information, your candidature or appointment shall be cancelled. In such case, the Bank shall have the right to recover from you damages.

☎ 18002082121

🌐 www.ujjivansfb.in

✉ customercare@ujjivan.com

Date: 18th Nov 2021

To,

Akash Shelake
 Madilage BK, Kolhapur

Dear Akash,

We are pleased to appoint you in our organization as "**Executive - HR**" from 19th Nov 2021 on the following terms.

1. You will be deputed to our client at their establishment and shall be entrusted with the responsibilities pertaining to the assignments explained to you at the time of interview and assignments given to you by the management from time to time.
2. Your Annual CTC will be as follows.

Offerd Salary	MONTHLY	YEARLY
Basic+ DA	16875	202500
HRA	6750	81000
Conveyance Allow	1600	19200
Adhoc Allow	11025	132300
Medical Expenses	1250	15000
Total Gross	37500	450000
		0
PF Employer Contribution	1800	21600
Health Insurance	1000	12000
Total Employer Contribution	2244	26933
Monthly CTC	40300	452800
Deduction		
Employee PF	1800	21600
Medical Expenses	1000	1485
PTAX	200	2500
Total Ded	1901	22812
Net Take home	37300	429988

3. You will be a full-time employee of **Sigma Electric Manufacturing Corp Pvt. Ltd** and shall not engage in any work or business directly or indirectly without prior permission from the management.

SIGMA ELECTRIC MANUFACTURING CORPORATION PVT. LTD.

CIN - U74999PN2016PTC165939

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

Phone +91 - 2135 - 307100

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

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

UNIT 4 Gat No.: 228/1, 228/2, Bhamboli Village, Chakan, Pune - 410501, India.

WEBSITE www.sigmaengineeredolutions.com

EXPORT ORIENTED UNIT

4. Your present place of work will be at **Sigma Electric Manufacturing Corp Pvt. Ltd, Chakan** but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India or outside, at the sole discretion of the management

5. Your appointment and continuance in the employment will always be subject to you having been found medically (physically and mentally) fit by the authorized medical practitioner

6. You will be required to comply with all such rules, regulations and office orders in force and framed from time to time in relation to your service conditions, which will form part of your terms of employment.

7. You shall abide by the instructions of your superiors in regards to performance of duties and the rules pertaining to discipline prevailing in the establishment.

8. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you

9. Any of the technical or other important information which might come into your possession during your tenure with us shall not be disclosed, divulged or made public by you during and after your tenure with us is over

10. Based on our request, some Organization may extend some benefits / facilities to you for efficiently discharging your obligations / duties, however it should be clearly understood that there is no Employer - Employee relations between the Company & you. It is clearly understood that you will remain our employee & you cannot claim rights of regular employee of the Company

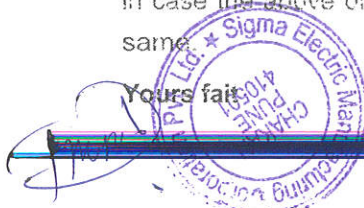
11. Your appointment is terminable by one month notice or payment of one months' gross salary in lieu thereof by either side. In case an employee affects such termination by resignation, the employee is required to serve complete one month before he/ she can be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of papers, documents, information, and assets is completed.

The company will not be liable to pay notice pay in case the appointment is terminated on grounds of (I) Breach of confidentiality (II) Gross negligence (III) Violation of law or willful noncompliance of law (IV) Misconduct (V) Violation of the code of Conduct or (VI) Providing false information at the time of appointment

12. You are required to adhere to the Code of Conduct. The employees are required to sign a declaration in the requisite format undertaking adherence to the Code of Conduct.

In case the above offer is acceptable to you, please sign the copy in token of your having accepted the same

Yours faithfully



SIGMA ELECTRIC MANUFACTURING CORPORATION PVT. LTD.

CIN - U74999PN2016PTC165939

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

& UNIT 1 Phone +91 - 2135 - 307100

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

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

UNIT 4 Gat No.: 228/1, 228/2, Bhamboli Village, Chakan, Pune - 410501, India.

WEBSITE www.sigmaengineeredolutions.com

EXPORT ORIENTED UNIT

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 14-08-2023

Dear Abhay Ashokrao Shelke,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited (“**Company**”) on the following terms:

1. DESIGNATION & BAND

You will be designated as “**Manager - Human Resources, Staffing**” at **GB03A Band**.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **11-09-2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune - Corporate Office** office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1 Your basic salary will be **Rs. 14500 /-** (**Rupees Fourteen Thousand Five hundred only**) and your house rent allowance will be **Rs. 7250 /-** (**Rupees Seven Thousand Two hundred Fifty only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

5.1 The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (Ninety days)** written notice to the

Bajaj Finance Limited

other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's HRMS.

- 5.2 The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time, without assigning any reason whatsoever, by giving you notice in writing or pay in lieu of notice period.
- 5.3 The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby, not to make any announcement of your termination/ resignation, unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4 **Obligations arising out of termination:** You hereby agree that:
- (a) on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored / exchanged on social media (such as Twitter, Skype, Facebook, YouTube, Flickr, LinkedIn, Wikis, Google+ etc.) or any other networking platform, online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content ("**Digital Media**").
- (b) After termination of employment, all or any information of the company shall be considered to be Confidential Information and you will continue to be under an obligation to maintain confidentiality about any tangible or intangible information of the Company. Accordingly, you shall restrain from indulging in spreading of any false / defamatory / instigating / abetting / unlawful content on "Digital Media" (as described in Clause 5.4 above) which may prejudicially impact (directly or indirectly) the reputation of the Company and /or its group companies, subsidiaries, affiliates, or other partnerships.
- (c) In the event that your employment is terminated by the Company or by you prior to 12 months from your employment Commencement Date, you hereby agree to pay back the entire lumpsum amount (whether in the form of sign on amount or joining bonus or notice period buy out or any other form of payment) if any received by you, within 30 days after such termination.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance



- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

- 8.1. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.2. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

Bajaj Finance Limited

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Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
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- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

- 14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation, you will

Bajaj Finance Limited

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Tel: +91 20 30405060

Fax: +91 20 30405020

Corporate ID No.:
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be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

- 14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

For Bajaj Finance Limited,

Thomas Augustine
Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on _____.

Signature : _____

Name : _____

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Annexure - A

Detailed Salary Structure

Date : 14-08-2023
Name : Abhay Ashokrao Shelke
Band : GB03A

Component	Monthly	Yearly
Basic	14500	174000
House Rent Allowance	7250	87000
Special Allowance	21827	261928
Employer PF Contribution	1800	21600
Statutory Bonus	2956	35472
Total Fixed Salary	48333	580000
Gratuity	697	8369
Performance Pay	12083	145000
TCC without Cross Sell	61114	733369
Net Pay	44733	536800

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/- . In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty lacs only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 3,000,000 /- (Rupees Thirty lacs only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three lacs only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : _____

Name : _____

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Date : _____

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Director CPC Placement <directorcpc.placement@sinhgad.edu>

Awaiting for Result

26 February 2020 at 12:18

HR ChhoriyaRealty <hr@chhoriyarealty.com>

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

Cc: Komal Jain <komal.jain@chhoriyarealty.com>, Pranav Tripathi <pranav.tripathi@chhoriyarealty.com>, TARUNKUMAR MUKHERJEE <mukhotk@chhoriyarealty.com>

Dear Sir,

Greetings of the day from Chhoriya Realty !!!

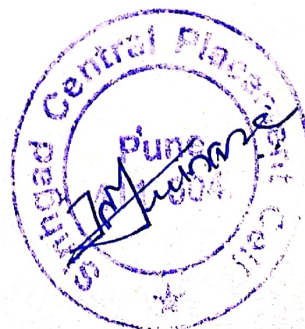
Kindly refer trailing on the subject.

It is submitted that **Mr Manoj Shinde** of your college has joined our organization with 24th February 2020. Mr Saurabh Chhadi not reverted back about his joining. Ms Prajkta Vayal is not selected.

The above is submitted for your information please.

Regards
Jai Prakash
Manager HR

[Quoted text hidden]



25-Mar-2023

Shivraj Angadrao Pawar [ID: 144703]

**Yashwant nagar Pathari road Parbhani Maharashtra
-431503
pawarshivraj129@gmail.com**

Dear **Mr. Shivraj Angadrao Pawar,**

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **Relationship Officer-Gold Loan** and grade is **Assistant** respectively. You are expected to join on or before **27-Mar-2023** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be INR **16667.00**. The position is currently based at **Ambajogai Branch, Pune Region**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,

For **IDFC FIRST Bharat Limited**



Anil Kumar TT

Head - Human Resources

I, **Shivraj Angadrao Pawar**, Son/Daughter of **Angadrao**, do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **27-Mar-2023**
2. PAN number: **CUQPP0353R**

Signature

Authenticated by:

Signature:

Date:

Name:

Employee ID:

Annexure:1

COMPENSATION DETAILS

Employee Name	Shivraj Angadrao Pawar
Grade	Assistant
Department Name	Gold Loan
Location	Ambajogai Branch

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	8333.00	99996.00
House Rent Allowance	4167.00	50004.00
Special Allowance	504.00	6048.00
Guaranteed cash	13004.00	156048.00
Statutory Bonus	2602.00	31224.00
Employer's PF	1061.00	12732.00
Total Fixed Pay	16667.00	200004.00

Monthly net take home (in Rs.)	
Guaranteed Cash	13004.00
Statutory Bonus	2602.00
Employee's contribution to Provident Fund	1061.00
Net take home before tax (in Rs.)	14545.00

Note:

- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Company to the fund.
- ESI contributions shall be made by the Company to ESIC for applicable employees.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice-pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



Anil Kumar TT

Head - Human Resources

CRT

CRT Comptex Pvt. Ltd.

Suppliers of Industrial Electronics and Electrical Components

Office No. 46, 47 & 59, 4 th floor, Block B, Business Centre, K.K. Market, Pune Satara Road, Pune - 411 043. India
Tel: ++91 20 4120 4098, 4123 4098. E-mail : salescrt@hotmail.com Web site : www.crtindia.co.in
CIN No. U31902PN2012PTC145548

CRT/LETT/2020-21/7002

Date: 21.11.2020

BY E-MAIL & HAND DELIVERY

Mr. Ritik Manoj Singh
Flat No. 401, Siddhant Raturang,
Behind Tulsibaug Shop,
Khadakwasala,
PUNE : 411 024
Mobile : 9359764880

Subject: Offer Letter

Dear Ritik,

Please refer your interview & subsequent discussions we had as on 15.11.2020, We are pleased to appoint you as a "Business Head (Electronics & Electrical) based on the terms & conditions mentioned below :

- 1) You will join by Tuesday, 01.12.2020 as a full time employee.
- 2) Your consolidated salary per month will be Rs. 39,400.00 (Rs. Thirty Nine Thousand Four Hundred only). Salary structure will be reviewed within a year in line with government rules & regulations. Salary is a consolidated and no overtime will be paid direct or indirect. Bonus as per the company rule will be paid. You will get 18 days paid leaves & Bonus only after your confirmation as a confirmed employee.
- 3) We expect to stay with CRT at least for 3 years from the date of joining & put your efforts with vertical growth by adding the similar products to our basket. .
- 4) If you left in between without any notice of 3 months then no salary will be paid.
- 5) You have to travel all over India / Pune & Suburb. Company will reimburse the actual expenses as per company rule will be paid upon presentation of bills in original.
- 6) Company will cover you under personal accident insurance for sum insured Rs. 2 Lacs. You should meet all compliance of insurance company.
- 7) Your weekly off will be Sunday and compulsory leaves will be given as per government rules & regulation.

--2--

CRT

CRT Comptex Pvt. Ltd.

Suppliers of Industrial Electronics and Electrical Components

Office No. 46, 47 & 59, 4 th floor, Block B, Business Centre, K.K. Market, Pune Satara Road, Pune - 411 043. India

Tel: ++91 20 4120 4098, 4123 4098. E-mail : salescrt@hotmail.com Web site : www.crtindia.co.in

CIN No. U31902PN2012PTC145548

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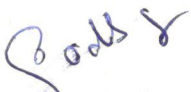
- 8) Office timing will be from 9.30 AM to 6.00 PM.
- 9) We expect hard work, no watch watching, deluge etc.
- 10) Your probation period will be Six Month from the date of joining.
- 11) Nonetheless, Company information to be treated as a confidential. No salary / Bonus / or any other reimbursement will be paid in case you join to our competitors direct or indirect till you are in services,
- 12) Your Services will be terminated without any notice till your confirmation.
- 13) You have to wear a company uniforms in office, We prefer to have a corporate appearance in working hours.
- 14) You will be report to the undersigned.

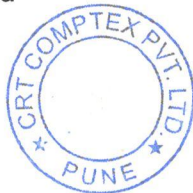
Please provide Xerox copy of all documents e.g. Qualification certificates. Pan card, driving license, residential proof & Addhar card on the date of joining.

Please confirm acceptance by e-mail & original can be collected from undersigned on working days.

Thanking You,

For CRT Comptex Pvt. Ltd


Manjusha Godbole
Administrator





SSE
where **Passion**
meets **Performance**

-;it www.pclindia.in

8 info@pclindia.in

0\$1 +91 217 2357645

☎ +91 9168646531/32/33

☐ L24231PN1992PLC067126

Date – Tuesday, November 9, 2021

Employee Name - S R Shriram
EIN - 5674
Designation - Team Member
Department - Sales / Logistics
Subject: Promotion Notification

It is our great pleasure to inform your performance for the year 2020-21 reflects a high degree of accomplishments. You are one of the excellent performers. In recognition of your contribution and potential, you have been promoted to **Assistant Officer** and your remuneration package is being revised to Rs 3.96 LPA with effect from 1st July 2021.

We are sure that you will continue to maintain a high degree of performance and look forward to greater contributions from you in future towards meeting the targets of the company.

The uncertainties in the business environment are likely to continue this year as well and it is expected from you to remain focused and contribute as per your set business objectives.

We congratulate you and wish you all the very best for 2021-22.

Your new role / stretch role performance will be reviewed on 6 months i.e., in the month April 2022, and in case you fail to meet the new role expectations or discharge new role responsibilities, management might re-visit the promotion decision.

For **Precision Camshafts limited**

R K Kashid
General Manager
Human Resources

Confidential & Secret

Precision Camshafts Limited

📍 Solapur : D5 MIDC, Chincholi, Solapur, India – 413255

📍 Solapur : E102 MIDC, Akkalkot Road, Solapur, India – 413006

📍 Pune : 501/502, Kancharban "B", Sunit Capital, Senapati Bapat Rd, Pune, India - 411016

STRICTLY PRIVATE & CONFIDENTIAL

Date: May 6, 2022

Akshay Suryawanshi

**86, Vardhman Nagar,
Jaigaon, 411033**

Subject: Offer Letter

Dear Akshay ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Relationship Manager - Emerging Banca, Institutional Business in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC). .

1. You shall be based at **Pune-1** .
2. You will report to **Rahul Anil Mane**.
3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by May 20, 2022. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

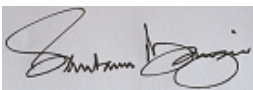
The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.



Authorized Signatory

301720/173517/Akshay Pundlik Suryawanshi/20250

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A: CTC Break Up**COMPENSATION BREAK UP SHEET**Date: **May 6, 2022**

Name:	Akshay Suryawanshi	
Department:	Emerging Banca	
Designation:	Executive	
Band:	GB2 A	
Location Code:	Pune-1	Location: Pune-1

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,000.00	96,000.00
2	Minimum HRA	4,000.00	48,000.00
3	Statutory Bonus	1,600.00	19,200.00
4	Flexible Benefits	10,882.00	130,584.00
	Sub Total (A)	24,482.00	293,784.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	385.00	4,620.00
7	E.S.I.C	0.00	0.00
	Sub Total (B)	2,185.00	26,220.00
	Total Fixed	26,667.00	320,004.00

Other Benefits:

1. Group Term Life Insurance: You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. Group Personal Accident: Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group Mediciclaim policy. The company shall subsidize the annual premium to a limit of INR. 5,000 per annum. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

301720/173517/Akshay Pundlik Suryawanshi/20250

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable* to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company

8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

301720/173517/Akshay Pundlik Suryawanshi/20250

Bajaj Allianz Life Insurance Company Limited

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Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ELECTRO POWER SYSTEM

19-20

Near bhumkar properties narhe, pune

Date: 19/03/2019

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Dnyaneshwar ganeshrao suryawanshi** is employed with us from sept.2018 till today, he is designated as sales executive/manager. This letter is issue as per his requirement, it does not taking any liability of the person.

Electro Power System

Baby

Signature & seal

Arpit Tiwari
Marketing Manager



9918889914



arpittiwari1311@gmail.com



R I P Development Plot,
Durgapur West Bengal
713212



Labada Engineers



FIS Investor Services India Private Limited
(Previously known as FIS Global Recovery
Services India Private Limited)
CIN: U74999DL2004PTC124104
OB3, Ground Floor, Plot No. 18-23,
Nanakramguda, Financial Dist.,
Hyderabad, Telangana, 500019, INDIA
www.fisglobal.com

LETTER OF APPOINTMENT

27-Mar-23

Ashwini Tripathi
Hyderabad

Email ID: 2ashwinitripathi@gmail.com

Dear Ashwini Tripathi,

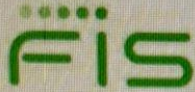
It is our pleasure to appoint you as **Financial Services Account Associate II; InP - Financial Services Account Associate II in Fidelity Information Services India Pvt. Ltd., at Hyderabad** or in any such capacity as the management shall from time to time determine. Please note that the employment terms contained in this Appointment Letter are subject to the policies of the Company.

1. Your date of appointment is effective from the date of joining which is **27-Mar-23** unless otherwise communicated in writing by the company.
2. During your employment with the Company, the Company may from time to time determine to transfer you to any other location, department, function, establishment, or branch of the Company or its subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
3. **General Duties and Responsibilities**
 - a. In such role, under the overall superintendence, control and direction of the Company, You agree to use your best endeavours to promote and foster the Company's interests and save where it causes a conflict with the Company's interests, those of its other affiliated Companies. You shall be responsible for such duties as are commensurate with and required by such position, and any other duties as may be assigned to you by the Company from time and time
 - b. The Company is committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the company including the Code of Business Conduct and Ethics as they form an integral part of the terms of employment with the Company. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time whereupon you will be



Search





FIS Investor Services India Private Limited
(Previously known as FIS Global Recovery
Services India Private Limited)
CIN: U74999DL2004PTC124104
DB3, Ground Floor, Plot No. 18-23,
Nanakramguda, Financial Dist.,
Hyderabad, Telangana, 500019, INDIA
www.fisglobal.com

By signing below, you confirm that the above-mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

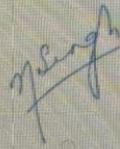
IN WITNESS WHEREOF, each of the parties has executed this Agreement, in the case of the Company by their duly authorized officers, as of the day and year first above written.

Name: Ashwini R. Tripathi

Signature: 

Date: 28/04/2023

For FIS Investor Services India Pvt. Ltd.



Nikhileshwar Singh
People Leader – India and Philippines



MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020

Snigdha Zakharia <snigdha.zakharia@firstnaukri.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

Dear Sir,

Mr. Akshay has been selected for Max Bupa. Kindly block him for further placement opportunities.

Best Regards

From: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Sent: Wednesday, August 12, 2020 6:21 PM
To: Snigdha Zakharia <snigdha.zakharia@firstnaukri.com>
Subject: Re: MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020

Dear Snigdha,

We have informed Vishwajeet Rakh & Akshay Tupsundar about the interview and have asked them to check their mails.

Regards,
Dr. Jayesh L Minase

Dean
Central Placement Cell

Sinhgad Management Institutes.

Working Hours: Mon- Fri : 10:00 am - 6:00 pm.

Sinhgad Central Placement Cell,

4th Floor, Sinhgad Institute of Management Building,
Sr. No 44/1, Vadiyaon BL, Off Sinhgad Road, Pune - 411041

Email id:directorcpc.placement@sinhgad.edu | URL: www.sinhgad.edu |

Sapna Aher - 8554982740/Priyanka Karande - 9552569861/Shweta Pawar -9552510910

On Wed, 12 Aug 2020 at 17:32, Snigdha Zakharia <snigdha.zakharia@firstnaukri.com> wrote:

Dear Sir,

Kindly add Mr Akshay Tapsunder's name for the same process.

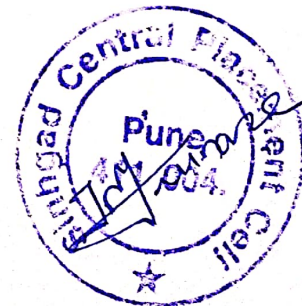
Best Regards,

Snigdha

From: Snigdha Zakharia
Sent: Wednesday, August 12, 2020 5:28 PM
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Subject: RE: MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020

Dear Sir,

Greetings from Firstnaukri.com!!



Date: 29-Sep-2021

Mr. / Ms. Prajwal Ujawane

Dear Prajwal ,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as but not later than **06-Oct-2021**.

2. Salary

Your compensation will be **Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No : +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement / Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

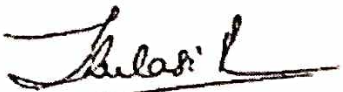
You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

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

Yours faithfully,
For Gallagher Service Center LLP



Thulasi R
Senior Service Delivery Manager- Human Resource

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

Date:

Signature:



Annexure – I

Emoluments A	Per Annum	Per Month
Basic	164739	13728
House Rent Allowances	18000	1500
Statutory Pay	13838	1153
Employer's Contribution to Provident Fund	19769	1647
Fixed Emolument	216346	18029
Performance Based Incentive**	8654	721
Emoluments Total (A)	225000	18750
Benefits B		
Employer's contribution to ESI	6389	
Gratuity***	7920	
Benefits Total (B)	14309	
Cost To Company (CTC): Total (A+B)	239309	
Deductions		
Employer's Contribution to Provident Fund		1647
Employee's Contribution to Provident Fund		1647
Employee's Contribution to ESI		123
Professional Tax		200
Net pay		14410

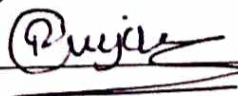
In additional to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background Verification Check.

Name: Praveen V. Ujawane

Place: Pune

Signature: 

Date: _____

Annexure – II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	* As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	* As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclam Insurance	Applicable Only if you don't fall under ESI Bracket. Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	* Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: Brajwad V. Ujawane

Place: Pune

Signature: 

Date: _____

ANNEXURE – III
DECLARATION CUM UNDERTAKING

- I. I, Mr./Ms. **Prajwal Ujawane** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as “**Company**”) for the position of **Process Associate**. As a part of my employment with, the Company, I’m given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- a. The laptop issued is solely for official purpose.
- b. I shall acknowledge the receipt of the laptop via email to **GSC_Recruitment_Punc@ajg.com**
- c. I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- d. I shall not disclose the system password to anyone.
- e. I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- f. I shall not share Company’s proprietary/ confidential information with anyone.
- g. I shall not misuse the Internet access facility granted to me.
- h. I shall not to do personal work on the office computer / system.
- i. I shall take print out of mails and/or documents only when absolutely necessary.
- j. I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department’s consensus.
- k. I shall not use personal systems / laptops unless expressly allowed in writing by IT department.

II. I understand that:

- a. The Company’s IT and other assets provided to me shall always remain the property of the Company and not of any individual.
- b. The In-house developed software and data is the Company’s exclusive property and shall not be used for any external purpose under any circumstances.
- c. The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking, as it deems appropriate from time to time in its sole and absolute discretion.
- d. It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company’s [specific department or personnel if any] upon termination of my employment with the Company.

- III. I fully agree and accept that it is my personal responsibility to adhere to the Company’s IT. policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company’s system. I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.

- IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incur as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.



V. I accept and agree that this declaration cum undertaking is a part of my employment agreement with the Company or offer letter issued by the Company to me and shall be read and understood in conjunction with the same.

Date:

Name: Prajwal V. Ujawane

Signature: 



September 24, 2020

Kajal Vaishnav

**44/1. Vadgaon Bk Off Sinhgad Road,
Pune 411041**

Dear Kajal,

We take great pleasure in inviting you to be an integral part of AST Pvt. Ltd.

Congratulations! on being selected for the position of **Project Trainee** at **AST Pvt. Ltd.** We are enclosing herewith your letter of appointment, which may kindly be sent to us with your signature on each page as a token of acceptance by **September 25, 2020.**

In the event of your acceptance of this offer letter, your date of commencement of employment will be on or before **October 28, 2020.** A joining date earlier to this is also welcome. For any queries related to joining, please contact:

Radhika Bellure

Application Software Technologies Pvt. Ltd

Phone: +919545641418 **E Mail:** rbellure@astcorporation.com

As a part of the joining process, you are requested to bring the following documents along with the originals on the day of joining.

- a) Signed offer letter with AST Pvt. Ltd
- b) Pan card
- c) Aadhar Card
- d) Passport
- e) Driving license
- f) Current address proof (Rental agreement / Electricity Bill/ Other)
- g) Graduation and /or Post Graduation marksheets and final certificate
- h) 2 passport photos

AST/ODC-HR/2020/54



APPLICATION SOFTWARE TECHNOLOGIES PVT. LTD.

We look forward to you having a long and fruitful relationship with AST Pvt. Ltd.

Yours sincerely,
For **AST Pvt Ltd**

A handwritten signature in black ink, appearing to read 'Vidya'.

Vidya Khedekar
SVP, Head-Offshore Delivery Center

AST/ODC-HR/2020/54

A handwritten signature in black ink, appearing to read 'Rajeshwar'.

September 24, 2020
Kajal Vaishnav
44/1. Vadgaon Bk Off Sinhgad Road,
Pune 411041

Dear Kajal,

We have pleasure in appointing you in our Company as **Project Trainee**. Please note that the employment terms contained in this letter are subject to Company policy. Your date of appointment is effective from the date of joining which shall be **October 28, 2020**.

1. COMPENSATION

You will be eligible to receive the following:

- a)** Your yearly compensation will be an amount of **INR 5,32,817 (Five Lakh Thirty Two Thousand Eight Hundred and Seventy Rupees) per annum**, as calculated on a cost to Company basis. With acceptance to this offer letter, you also agree to sign a loyalty bond for 18 months. In case there is breach of contract on your part, the Company is liable to claim INR 2 lacs from your end for the loss endured by the Company.

The Compensation is detailed in the Salary Structure Sheet along with this Letter. The applicable taxes will be deducted from your Compensation on a monthly basis as mandated by any laws or regulations of the Central Government or State Government as may be applicable.

Salary Components	Monthly (INR)	Yearly (INR)
Basic	18,750	2,25,000
H.R. A	7,500	90,000
Conveyance	1,600	19,200
Medical Reimbursement Allowance	1,250	15,000
Education Allowance	200	2,400
LTA	1,250	15,000
City Compensatory Allowance	5,150	61,800
Co's Contribution to PF	1,800	21,600
Total Fixed CTC (A)	37,500	4,50,000
Variable Salary (100% Pay-out) (B)		45,000
Potential CTC (Fixed + Variable at 100%) (A+B)	37,500	4,95,000
Additional Cost (Annualized) (C)		
Health Insurance	1,000	12,000
Gratuity Provision	901	10,817
Life Insurance	1,250	15,000
Total (C)	3,151	37,817
Total Cost to Company (A+B+C)	40,651	5,32,817

The actual pay out of variable components will vary based on the Company, Unit / Department and individual performance. Please note that you are currently not eligible for payment of the variable component(s) for a given valuation period of 18 months. After successful completion of above mentioned valuation period, you shall be eligible for the variable component. The variable component is paid out yearly.

- b) As mentioned in Cost to Company (CTC), you will be entitled to Group Mediciam insurance for self and 2 dependents.
- c) The salary cycle is from 25th to 24th of every month. Your salary will be reviewed periodically as per Company policy.
- d) Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- e) Please note that your compensation is personal to you and you are requested not to share details of the same with others.

2. OTHER BENEFITS

You will be entitled to the following:

- a) Leave, holidays and working hours as applicable to your category of employees and location of posting.
- b) Perquisites, if any, as applicable to your category of employees and / or based on functional requirements as determined by the company.
- c) Participate in the Company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

3. TERMS AND CONDITIONS OF EMPLOYMENT INTRODUCTION

Terms and conditions of employment are applicable to employees in AST India at the various locations within/outside India.

- a) Employees are required to submit all relevant documents at the time of joining as per the checklist provided at the time of joining. Failure to submit necessary documents as per the applicable timelines may lead to strict disciplinary action including termination of services.
- b) The company reserves the right to carry out reference verifications or background checks prior to the new hire joining the company or during employment. Such background checks and reference verifications, amongst others, would include past employment and salary, criminal records, countries resided in or worked in etc.
- c) Your base location will be Pune office. The company may require you to work at other company locations and at customers' sites, both inside or outside India. The company will seek to give you reasonable notice of extensive travel requirements and to consider your personal circumstances where appropriate.
- d) AST also provides one-week accommodation in Pune from the date of joining and covers commute expense to Pune for non- Pune candidates.

- e) Appointment in the Company is based on the information furnished by employees. The Company reserves the right to revoke an appointment, if at any time it is observed that the information so furnished is factually incorrect, relevant documents are not authentic or have not been submitted or information has been withheld, suppressed, misstated, unstated, understated or misrepresented.
- f) Employees are deemed to have been confirmed immediately on joining the Company. Employees who join the Company, as Trainees may be absorbed into the regular rolls with or without probation, after successful completion of their training period.
- g) Remuneration packages of employees are strictly confidential between the individual employee and the Company; and the contents of the package shall neither be discussed nor divulged to anyone in any manner.
- h) Compensation structure may be altered/ modified at any time without prior notice. Salary, allowances and all other payments/ benefits shall be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source.
- i) Depending on business exigencies, Company shall also have the option of assigning employees to areas / responsibilities which may not necessarily be within their core competencies. The company will seek to give you reasonable time of the change and to consider your personal circumstances where appropriate.
- j) For the purpose of contribution to Provident Fund, Gratuity, encashment of leave and notice pay, salary would mean 'Basic Pay' only and all computations will be made based on such Basic Pay. Payment of Gratuity and contribution to Provident Fund will be as per the provisions of the Payment of Gratuity Act 1972 and Employees Payment of Provident Fund Act, 1952 respectively.
- k) Relocation reimbursement if paid needs to be refunded to the company if the employee leaves the company before successful completion one-year service.
- l) During employment with the Company, employees shall, always, observe secrecy in respect of any technical, trade or business data, customers' names/business details or any other information that might come to their knowledge or possession, which according to the Company are necessarily confidential and form valuable property of the Company. Employees shall neither disclose nor cause the disclosure of any such data / information in any manner whatsoever. Employees shall also be responsible for the protection and furtherance of the Company's best interests at all times, including after they cease to be in the Company's employment.
- m) Notice period for employees shall be 2 months.
- n) Employment with the company can be terminated by either party by serving prior written notice.
- o) The company is also entitled to either waive the notice period in part or in full at its sole discretion or require payment of equivalent salary in lieu of the un-served notice period.
- p) The company further reserves the right to:
 1. Terminate with sooner effect by tendering equivalent salary in lieu of the notice period.
 2. Terminate with immediate effect without serving written notice or payment in lieu of notice, where such termination is on account of disciplinary action against the employee.

- q)** Where the employee does not serve the requisite notice period as per the last working day agreed upon by top management, such exit would be treated as unclear exit. The employee does not have the right to exit with sooner effect by tendering equivalent salary in lieu of any part of the applicable notice period.
- r)** The age of superannuation is 60 years for all employees on the permanent rolls of the Company. Employees shall continue the Company's rolls till and including the last day of the financial year in which they complete the age of 60 years. Continued service with the Company beyond the age of 60 will be solely as per the discretion of the management.
- s)** Employees are not permitted to undertake employment or enter any other type of association anywhere else, even on part-time basis whether for any consideration or not. Contravention of this shall lead to termination of the employees' services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention shall also be deemed as voluntary termination / resignation by the employee, without giving the required notice.
- t)** Any acts of commission or omission that are detrimental to the business or reputation of the company such as bribery, forgery, fraud, pilferage, theft, abandoning project, misuse of drugs and alcohol on company premises, etc., will be termed as misconduct. In the case of an employee indulging in misconduct, the company reserves the right to terminate his or her services with immediate effect and is not liable to pay any compensation for the notice period.
- u)** All employees whether permanent or temporary or on contract, shall always comply with the provisions of the Information Security Policies and Procedures of the Company and which shall extend beyond the normal working hours, whether inside or outside the office premises. Employees are also expected to classify and manage all data under their control and ownership as per the Company's policies. Non conformation with the Information security policies and procedures copying software and other proprietary material in use or stored by the Company & noncompliance with various legal & contractual requirements pertaining to protection of personal data will be viewed very seriously and will attract strict disciplinary action as per the disciplinary procedures of the Company.
- v)** Rules of the Company governing all the matters specified above and on matters such as designation, emoluments and the structure thereof, working hours, etc. are subject to change without any prior notice. Company's decisions on all such matters shall be final and binding on the employee.
- w)** On acceptance of separation notice, you will immediately handover all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, effects before relieved or shall not make or retain any copies of these items.



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

Yours sincerely,
For **AST Pvt Ltd**

Vidya Khedekar
SVP, Head-Offshore Delivery Center

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

Name: Kajal Vaishnav

Date: 09 / 27 / 2020

Place: Vapi

Signature:

AST/ODC-HR/2020/54

TITLE	Offer Of Employment_AST_India
FILE NAME	document-03fPuJ
DOCUMENT ID	b15834fe6d26d2a72519536ccb181862ad9efcf6
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Completed

This document was requested from app.jazz.co

Document History



SENT

09 / 24 / 2020

09:32:35 UTC

Sent for signature to Vidya Khedekar (vkhedekar@astcorporation.com) and Kajal Vaishnav (kajal10vaishnav@gmail.com) from rbellure@astcorporation.com
IP: 106.210.128.57



VIEWED

09 / 27 / 2020

12:26:45 UTC

Viewed by Vidya Khedekar (vkhedekar@astcorporation.com)
IP: 45.41.142.13



SIGNED

09 / 27 / 2020

14:28:25 UTC

Signed by Vidya Khedekar (vkhedekar@astcorporation.com)
IP: 106.210.150.65



VIEWED

09 / 27 / 2020

14:49:24 UTC

Viewed by Kajal Vaishnav (kajal10vaishnav@gmail.com)
IP: 103.66.113.34



SIGNED

09 / 27 / 2020

18:25:00 UTC

Signed by Kajal Vaishnav (kajal10vaishnav@gmail.com)
IP: 103.66.113.34

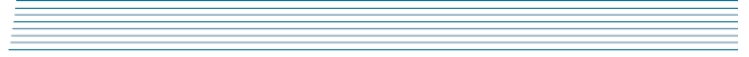


COMPLETED

09 / 27 / 2020

18:25:00 UTC

The document has been completed.



April 1, 2023

Siddharth Watve

Employee No: 484787

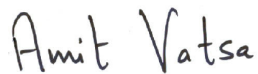
Dear Siddharth Watve,

It gives me immense pleasure to inform you that you have been promoted as DEPUTY MANAGER-II with effect from April 01, 2023. The details of benefits and allowances applicable to your grade are given under the section of Employee Benefit Policy on the ICICI Bank Universe.

We have high expectations from you in taking ICICI Bank to even greater heights.

I congratulate you on your achievement and extend my best wishes for a successful and fulfilling career with ICICI Bank.

Yours Sincerely,



Amit Vatsa

Human Resource Management Group

27 June, 2023

Nayna Sanjay Zambre
502, S No 36/13, Lotus Teerth,
Near Gharonda Hotel,
Morwad Pimpri - 411018.

Dear Ms. **Nayna Zambre**

Offer Cum Appointment Letter

We refer to our discussions and are pleased to offer you a position of **Senior Executive Business Development** in **Grade N**, located at **Pune Branch Office, Pune**.

PROVIDENT FUND

You shall be covered under Employees Provident Fund from the date of joining as per the rules of the Company.

GRATUITY

At the time of separation from service, you will be entitled to Gratuity as per the provisions of the Payment of Gratuity Act 1972.

WORK TIMINGS & LOCATION

You will be governed by the timings and the hours of work applicable to the establishment wherein you are posted, and you may be called upon to work in shifts, as required.

As per requirement of the Management and its decision, the services can be transferred from any place presently operational or will be put to operation in future anywhere in India in this Company or in any Company as per the requirement and decision of the Management.

LEAVE

You will be entitled to Privilege Leave, Sick Leave and Casual Leave as per the Company policy.

RESIGNATION/ TERMINATION OF SERVICES

Your service can be terminated by either side by giving one month's notice or payment of one month basic in lieu thereof. However, relieving earlier than the stipulated notice period or any other deviation in this clause is completely at the discretion of the company looking at the exigencies of business.

RETIREMENT

You will retire from the services of the Company on your attaining the age of 60 years, or earlier if found medically unfit. For determination of age, the details in the documents that are furnished by you, at the time of joining, will be deemed to be final and binding.

GENERAL

You are required to adhere to the disciplinary requirements of the company.

It is an express condition that the Company's personnel are whole-time employees and accordingly, you shall wholly devote your time to the Company's business. You shall not, without express permission, undertake any other business, work, or public office, on payment or otherwise. In the event of breach of this condition on your part, you will be liable for termination of your services with immediate effect.

You shall not give out to anyone in any manner whatsoever, particulars, or any details of any of the matters pertaining to the Company or its working, or any other confidential information. In the event of breach of this condition on your part, you will be liable for termination of your services with immediate effect.

You will be bound by the rules and regulations as declared by the Management hereafter, from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service.

This offer is made subject to clearance of various background checks which includes pre-joining checks (Qualifications Check, Address Check, Medical and Court Check) and post joining checks (Reference Checks from Previous Supervisor and HR department) which will be done by an independent agency on behalf of the Company. Please note that any adverse remarks may result into withdrawal of offer (pre-joining) OR termination of employment (Post joining checks).

You are requested to join the Company at the earliest, but not later than **1st August, 2023**.

Our heartiest welcome to you to Blue Dart, and trust that our association will be a long and mutually beneficial one.

Yours Sincerely,
for **BLUE DART EXPRESS LTD.**



SAMPADA JOSHI
Regional Human Resources Manager

CC: Personal File

PS: We request you to keep contents of this letter strictly confidential

::3::
Annexure

Proposed Offer	
Name	Nayna Zambre
Position	SR Executive Business Development
Location	Pune Branch Office
Function	Sales
Reporting to	Durgesh Sharma

Compensation	Annual Package	Monthly
	INR	INR
FIXED Components(A)		
Annual Base Salary	201600	16800
House Rent Allowance (HRA)	100800	8400
Personal Pay = Ad Hoc Allowance (*)	302400	16800
Gross (A)	504000	42000
Statutory Components (B)		
Provident Fund (Employer Contribution)	24192	2016
Gratuity	9677	806
Total Statutory (B)	33869	2822
Annual Target Compensation & Benefits(A+B)	537869	44822

Notes:

- You will be part of DBF/Group Life Insurance scheme as per company's policy, for which an amount of contribution/premium applicable to your grade will be deducted as per the practice
- You are eligible for company's group medical scheme for you and your immediate dependent family members (which includes spouse and 2 dependent children, age below 25 years) as per current policy.

28/June/2022

Pavankumar Zende,
Pune, India.

Dear Pavan,

Congratulations! Further to your application for employment with Cavista Technology Pvt. Ltd, and the subsequent selection process, we are delighted to offer you the position. Your Role Designation will be **Associate Engineer**.

The location of your initial reporting and training will be Pune, India.

Your joining date with Cavista will be **4th July 2022**, tentatively set. Our regular office hours will be 11am to 8pm IST. During probationary period, for initial 3 months office hours will be from 3pm to 12am.

Every employee has to go through initial 10 days of training program, the office hours during this period will be 6:30 pm to 3:30 am

Your annual **CTC "Cost to Company"** will be **INR 6,00,000 per annum**. Detail of your CTC will be provided to you on your joining with the Company along with your Appointment Letter. On your joining, you are expected to enter into an agreement, which details the scope, the necessary trainings and other required terms & conditions with Cavista.

Company reserves the rights to withdraw this employment offer anytime without any compensation payable to you. Also, the Company will solely reserve the right to make any further changes to the date of joining.

Your offer is contingent on the successful completion of a background screening. Upon your acceptance of this offer – required information will be needed as mentioned below to initiate this process.

- 1) Identity Proof: (Select one) Aadhar Card, Pan Card, Passport Copy
- 2) Residence Proof: (Select one) Electric Bill, Telephone or Mobile Bill
- 3) Employment Proof: (Both) Relieving letter / Experience letter and last pay slip
- 4) Education Proof: Degree certificate

1. RESPONSIBILITY & DUTIES:

- You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion, and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations, and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

2. PROBATION:

You will be on probation for a period of 6 (six) months from the date of joining the Company. The Company is entitled to extend, at its discretion, the probation period for an additional 6 (six) month period or other term, in the event your performance or conduct or attendance record is not found satisfactory.

3. SALARY REVIEW:

All salary increases are at the discretion of the Company and will be considered based on performance.

4. LEAVES & HOLIDAYS:

You will be entitled to leave and holidays as per the Company policy.

5. BENEFITS:

You will be entitled to benefits (Health & Accidental Insurance) as per the Company policy.

6. HOURS OF WORK:

You are expected to work based on business need and on a schedule established by the Company. Your working hours may be changed by the Company without notice from time to time according to business need and the demands of work. You shall not be entitled to payment of any compensation whatsoever for work, if any, done by you for the Company outside your normal daily hours of work. Provided that the daily or weekly total hours worked are in conformity to applicable law.

7. NOTICE PERIOD DURING PROBATION AND AFTER CONFIRMATION OF SERVICES:

If you wish to resign from the services of the Company during the probationary period, you shall give one month advance written notice to the Company, failing which, the Company shall be entitled to recover compensation equivalent to two-month gross salary and other benefits from the dues payable by the Company to you.

After Confirmation of services If you desire to resign from the services of the Company, you shall give two months' notice to the Company failing which, the Company shall be entitled

to recover compensation equivalent to two month's gross salary and other benefits from the dues payable by the Company to you.

Company has a right to waive off notice period and relieve you immediately on receipt of your resignation notice during the probation period, extended probation period and any time after confirmation of your services. In such case no salary will be payable for the period of notice so waived. In any event, if you fail to give notice as stated above, the Company shall be entitled to not only recover the compensation in lieu of the notice period but also such loss or damages as may be incurred or suffered by the Company. You will not be eligible for any leave during the notice period. You will neither be eligible to adjust the accumulated leave against the notice period nor pay off for the shortfall.

Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As an acknowledgement of your acceptance of this offer, please respond via email by **29th June 2022**.

Welcome to Cavista! We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours Sincerely,

Shradha Aiyer

SHRADHA AIYER
Country Director



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



UDYAM REGISTRATION CERTIFICATE



Our small hands
make you LARGE

UDYAM REGISTRATION NUMBER	UDYAM-MH-26-0303727																							
NAME OF ENTERPRISE	M/S ANAND ENGINEERING WORKS																							
TYPE OF ENTERPRISE *	MICRO (Based on FY 2020-21)																							
MAJOR ACTIVITY	MANUFACTURING																							
SOCIAL CATEGORY OF ENTREPRENEUR	GENERAL																							
NAME OF UNIT(S)	<table border="1"> <thead> <tr> <th>S.No.</th> <th colspan="3">Name of Unit(s)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td colspan="3">M/S ANAND ENGINEERING WORKS</td> </tr> </tbody> </table>				S.No.	Name of Unit(s)			1	M/S ANAND ENGINEERING WORKS														
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OFFICAL ADDRESS OF ENTERPRISE	<table border="1"> <thead> <tr> <th>Flat/Door/Block No.</th> <th>Ft No.109 G Building</th> <th>Name of Premises/ Building</th> <th>Padmavati Nagar Co-op Housing Society</th> </tr> </thead> <tbody> <tr> <td>Village/Town</td> <td>Sambhaji Nagar</td> <td>Block</td> <td>Dhankawadi</td> </tr> <tr> <td>Road/Street/Lane</td> <td>Pune Satara Road</td> <td>City</td> <td>Pune</td> </tr> <tr> <td>State</td> <td>MAHARASHTRA</td> <td>District</td> <td>PUNE , Pin 411043</td> </tr> <tr> <td>Mobile</td> <td>9689414144</td> <td>Email:</td> <td>b123shreyas@gmail.com</td> </tr> </tbody> </table>				Flat/Door/Block No.	Ft No.109 G Building	Name of Premises/ Building	Padmavati Nagar Co-op Housing Society	Village/Town	Sambhaji Nagar	Block	Dhankawadi	Road/Street/Lane	Pune Satara Road	City	Pune	State	MAHARASHTRA	District	PUNE , Pin 411043	Mobile	9689414144	Email:	b123shreyas@gmail.com
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State	MAHARASHTRA	District	PUNE , Pin 411043																					
Mobile	9689414144	Email:	b123shreyas@gmail.com																					
DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	01/08/2022																							
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS	01/08/2022																							
NATIONAL INDUSTRY CLASSIFICATION CODE(S)	<table border="1"> <thead> <tr> <th>SNo.</th> <th>NIC 2 Digit</th> <th>NIC 4 Digit</th> <th>NIC 5 Digit</th> <th>Activity</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>28 - Manufacture of machinery and equipment n.e.c.</td> <td>2822 - Manufacture of metal-forming machinery and machine tools</td> <td>28221 - Manufacture of machine tools for turning, drilling, milling, shaping, planning, boring, grinding etc.</td> <td>Manufacturing</td> </tr> </tbody> </table>				SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity	1	28 - Manufacture of machinery and equipment n.e.c.	2822 - Manufacture of metal-forming machinery and machine tools	28221 - Manufacture of machine tools for turning, drilling, milling, shaping, planning, boring, grinding etc.	Manufacturing										
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DATE OF UDYAM REGISTRATION	17/08/2022																							

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 17/08/2022

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)
2. MSME-DFO: MUMBAI (MAHARASHTRA)

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

सूचना दिल्याबाबत पावती



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

१.	पावती क्रमांक	:	२३३१०००३१८१६७७८६								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	११०६३४८३२३०३								
३.	आस्थापनेचे नाव	:	एके ट्रेडर्स AK TRADERS								
४.	कामगारांची एकूण संख्या	:	४								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>४</td><td>०</td><td>०</td><td>४</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	४	०	०	४
पुरुष	स्त्री	इतर	एकूण								
४	०	०	४								
५.	अ) मालकाचे नाव	:	अतहार तुफैल खान ATHAR TUFAIL KHAN								
	ब) आस्थापनेचा पत्ता	:	बारामती इंदापूर रोड, भवानीनगर, मासळवाडी, मासाळवाडी, बारामती, पुणे, ४१३१०४								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	IRON AND STEEL								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयं घोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २५-१०-२०२३

ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No.५, Mumbai - Pune Road, Shivaji Nagar, Pune-४११००५

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
११०६३४८३२३०३	२३.६०