

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 2018-19

Sr. No	Name of student	Name of the Company	Pay package	Page no
1	Bade Mahesh Subhashrao	Infosys (through GTT)	2.5 LPA	1-2
2	Bagde Saurabh Dnyaneshwar	Subros Ltd	4.00 L.p.a.	3-4
3	Balani Poonam Nimishbhai	MSC SERVICE CENTER INDIA PRIVATE LIMITED.	1.90 LPA	5
4	BHADANE AKSHAY HANSRAJ	ICICI Bank	3.49 LPA	6-14
5	Bhalerao Adesh Prakashrao	ICICI Bank	3.49 LPA	15-23
6	Bilgaiye Shubham Vijay	ICICI Bank	3.49 LPA	24-32
7	Bodane Lina Suresh	ICICI Securities Limited	3.5 LPA	33-35
8	Chaudhari Nishit Kumar	McCain Foods India Pvt. Ltd.	3 LPA	36-40
9	Chougule Mukesh Dadasaheb	VIVO	4,12,256 LPA	41-42
10	Deshmukh Parmeshwar Sarjerao	Infosys (through GTT)	2.5 LPA	43-44
11	Deshmukh Shivani Balkrishna	Neeyamo Enterprise Solutions Pvt. Ltd.	2.5LPA	45-46
12	Deshpande Rushikesh Ganesh	HCL BSERV	Rs. 2.00 -2.50 LPA	47-66
13	Dhawale Nikhil Rajendra	Kolte Patil Developers	3.50 LPA	67
14	GAIKWAD SURAJ SHRIKANT	Tata Consultancy Services LTD.	11250 Per Month	68
15	Ghate Uttara Ajay	HCL BSERV	Rs. 2.00 -2.50 LPA	69-81
16	Ghorpade Sourabh Sandip	METRO SERVICES	220488 Lpa	82-85
17	Jadhav Shivani Tanajirao	Johnson Controls (India) Private Limited	4 LPA	86-87
18	Jadkar Dhanshree Ganpat	SKYTECH HR SERVICES	2.00 LPA	88
19	Jangle Umesh Chandrabhan	ICICI Securities Limited	3.5 LPA	89-91
20	Jaybhaye Sharad Shrimant	V-TRANS (INDIA) LIMITED	2.50 CTC/annum	92-93
21	Kadam Mayurkumar Baburao	Bajaj Finserv	4 LPA	94-99
22	Kambale Renuka Kundlik	HDFC Bank	19000 Basic	100
23	Kamble Komal Mahadev	New Divide Organisation HR Solution.	3 LPA	101
24	Karad Rakesh Baban	ICICI Securities Limited	3.5 LPA	102-104
25	Khadtare Prasad Vitthal	V-TRANS (INDIA) LIMITED.	2.50 CTC/annum	105
26	Khalse Girish Murlidhar	ICICI Bank	3.49 LPA	106-114
27	KHOPALE MAHESH SUBHASH	T M Inputs & Services Ltd.	5 LPA	115-119
28	Kolhe Omkar Ashok	SG ANALYTICS PVT LTD	4.10 LPA	120-124
29	Kudtarkar Nitesh Suhas	ICICI Bank	3.49 LPA	125-133
30	KUKREJA AKASH MURLIDHAR	NoBroker Technologies Pvt Ltd.	2 LPA	134-138
31	Kulkarni Anuradha Anil	METRO SERVICES	220488 Lpa	139-143
32	Kumbhar Niranjan Namdev	Coherent Market Insights	3 LPA	144-145
33	Latpate Varsha Subhash	HCL BSERV	2.5 LPA	146-166
34	Mankar Ashish Rajendra	V-TRANS (INDIA) LIMITED	2.50 CTC/annum	167
35	Markale Namrata Bhaurao	DynPro India Private Limited	3.5 LPA	168-169
36	Maskale Prashant Madhav	V-TRANS (INDIA) LIMITED	2.50 CTC/annum	170-171



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37	MATE AMIT ABHIMANYU	V-TRANS (INDIA) LIMITED.	2.50 CTC/annum	172-173
38	Mate Nikhil Babu	Magarpatta City Group of Companies.	4.00-4.50 LPA	174-175
39	Mehta Monika Sureshprasad	Goel Ganga Development	5.2 LPA	176
40	Mogare Shivani Sunil	Magarpatta City Group of Companies.	4.00-4.50 LPA	177-178
41	Mokate Dhananjay Baban	Dlite Blocks Pvt. Ltd.	2.2- 3.0 LPA	179-180
42	NAGAWADE APEKSHA ARUN	New Divide Organisation HR Solution.	2.50 LPA	181
43	Nagrare Pratik Rajesh	Edelweiss Global Wealth & Asset Management as Investment Advisor.	3.5 LPA	182
44	Nalke Suraj Ravi	Dlite Blocks Pvt. Ltd.	2.2- 3.0 LPA	183-184
45	Nanda Tanvi Mahendra	Bandhan Bank	3 LPA	185-192
46	Ninawe Mrunal Kishor	Decision Databases & Value Market	3.5 LPA	193
47	Nithrudkar Manoj Ramchandra	Manyatech India	4 LPA	194
48	Pandhawale Amol Mahadev	HCL BSERV	2.5 LPA	195-214
49	Paranjape Vedant Vivek	V-TRANS (INDIA) LIMITED	2.50 CTC/annum	215-216
50	Paranjape Ishan Vikas	Citco Shared Services (India) Pvt Ltd.	3 LPA	217
51	Patil Chinmay Suresh	IDFC first bank	3.5 LPA	218-220
52	Patil Nrusinh Pandurang	Future Generali India Life Insurance Company Limited	2-3 LPA	221
53	Patil Payal Jayant	New Divide Organisation HR Solution.	2.50 LPA	222
54	Patil Priyanka Arun	Biojobz	3 LPA	223
55	Patil Vipul Jaywant	OPPO Mobile	3.5 LPA	224
56	Patle Abhilashsingh Santosh	DHL SmarTrucking	3 LPA	225
57	Potraje Shubham Pandurang	V-TRANS (INDIA) LIMITED.	2.50 CTC/annum	226-227
58	Ranjan Atul Arbind	ICICI Bank	3.49 LPA	228-236
59	RAYALKAR HITESH ARUNRAO	Spectrum talent management private limited.	2.7 LPA	237-239
60	Renuke Akshay Vijay	eClerx Services Ltd	3 LPA	240-244
61	Sewani Manish Gopichand	UPS Logistics P.Ltd.	2.7 LPA	245
62	Sharma Shikhar Rishikesh	Brose India Automotive Systems Pvt Ltd.	4.00 LPA	246
63	Sinha Kishankumar Sanjaykumar	Bajaj Allianz Life Insurance Co. Ltd	4 LPA	247-248
64	Solankar Rajendra Bhiva	Avenue Supermarts Ltd. (D-Mart)	3 LPA	249
65	SONKUSRE PRACHI DASHRATH	ICICI Bank	3.49 LPA	250-259
66	Sonone Sameer Uttamrao	V-TRANS (INDIA) LIMITED.	2.50 CTC/annum	260-261
67	Sontake Gourav Govind	ICICI Bank	3.49 LPA	262-271
68	Sutar Nitin Nagnath	Kotak Mahindra Bank:	3.5 LPA	272
69	Sutar Vishal Rajendra	Karvy Stock Broking Limited	3 LPA	273
70	SWAMI SANTOSH SIDRAM	Infosys (through GTT)	2 To 2.5 LPA	274-276
71	Taksande Praful Shyamsunder	Viraj Profiles Ltd.	4 LPA	277
72	Tale Pravin Sanjay	HCL BSERV	2.5 LPA	278-297
73	Tekale Chetan Balaji	Magarpatta City Group of Companies.	4.00-4.50 LPA	298-299
74	THAKRE AKHIL SHESHARAO	Neilsoft Engineering Services	4.5 LPA	300-304
75	Toge Yogesh Subhashrao	V-TRANS (INDIA) LIMITED.	2.50 CTC/annum	305-306



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76	Vankudre Nirmal Deepak	Kolte Patil Developers	3.50 LPA	307-308
77	Vyawahare Ajinkya Adikrao	SILICON CARE ENTERPRISES	2.5 LPA	309
78	Wadkar Nikita Suni	METRO SERVICES	220488 Lpa	310-313
79	Waghmare Rajshri Rajaram	MSC SERVICE CENTER INDIA PRIVATE LIMITED.	1.90 LPA	314
80	Wakde Sagar Nanasaheb	ITC Limited	3 LPA	315-317
81	Yenge Lingram Govindrao	Infosys (through GTT)	2 To 2.5 LPA	318-319
82	Zine Sonali Ashok	ICICI Bank	3.49 LPA	320-328
83	DARADE AKSHAY DINKARRAO	CRIF	2.5 LPA	329-330
84	Bhavsar Ankita Pravin	Magna Automotive India Pvt. Ltd.	3 LPA	331-332
85	Chandole Saurabh Ram	Wns Global Services Limited	2.5 LPA	333
86	Bijjaragi Sandip Shivappa	CUMMINS TECHNOLOGIES INDIA LIMITED	4 LPA	334-337
87	Bathe Manoj Suresh	TATA CAPITAL HOUSING FINANCE LIMITED	4 LPA	338
88	Bhoite Rohan Ramesh	ICICI Bank	3.5 LPA	339-341
89	Sawant Rohan Ramhari	Tata Consultancy Services	4 LPA	342
90	Chaudhari Tejas Madhavrao	Future Market insight	3 LPA	343
91	AVHAD VINOD RAJARAM	Wns Global Services Limited	2.5 LPA	344
92	Dhumal Shraddha Prashant	Electronica Finance Limited	3.5 LPA	345-346
93	HAKE AMOLKUMAR GANESHRAO	WNS Global Services Pvt. Ltd,	3 Lpa	347-352
94	Hulwan Suraj Satish	Bajaj Consumer care	4.5 LPA	353-354
95	Ghadge Asmita Anand	eClerx Services Ltd	3 LPA	355-362
96	Sanyukta Jirapr	Talent Acquisition	4.5 LPA	363-364
97	Pangal Shubham Santosh	Johnson Controls (India) Private Limited	4 Lpa	365-366
98	CHANDAK DIPA VIJAY	CIEL Services	3 LPA	367-369
99	JAIN SARTHAK BHAGCHAND	Bajaj Allianz Life Insurance Co. Ltd	3 Lpa	370
100	Jha Satyam Ashok	METRO SERVICES	220488 Lpa	373-376
101	Kothavale Sagar Vinayak	Avas Finance	3 LPA	377-379



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

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Telefax: +91 20 2435 4036 Email : director_sknsm@sinhgad.edu

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102	Giri Kajal Gangagiri	Avas Finance	3 LPA	380-381
103	Dhokale Prajyot Goraksh	Avas Finance	4 LPA	382-383
104	EKE SHAM BANDU	Avas Finance	5 LPA	384-385
105	Adhav Ganesh Radhu	Business		386-388
106	Shekhar Shitole	Farmer		



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

Sinhgad Collage Selected Candidates List

Rinku Mishra <rinkum@gttconnect.org>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: amitb@gttconnect.in, praveenkumar@gttconnect.com

4 June 2019 at 10:22

Hello Priyanka,

As per yesterday's drive, please find attached select candidates list.


As of now total selected is 24 and some one of the candidates will confirm / join from tomorrow.

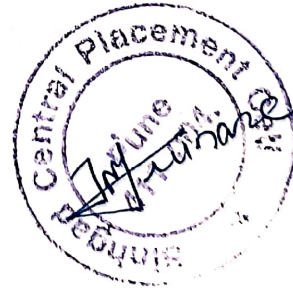
Thanks & Regards,

Rinku Mishra | Global Talent Track |

Contact : 9021258947

Empowering the Youth Worldwide

 **Shingad drive.xlsx**
12K



Sr no	Name	Remarks
1	Kiran eknath ingale	Select
2	Sumit Vishwas jadhav	Select
3	Akshay D sarode	Select
4	Kiran B sakhare	Select
8	Nitin suresh Gaikwad	Select
9	Siddheshwar Pande	Select
11	Salvi Wilson	Select
12	Patil Ashwin Ashok	Select
13	Rajmane Nagnath	Select
14	Nikhil Sakhare	Select
15	Kamble Gaurav Shivaji	Select
16	Parmeshwar Deshmukh	Select
17	Mahesh Bade	Select
19	Rushikesh Deshpande	Select
20	Rahul Pandit Changale	Select
22	Yenge Lingram Govindrao	Select
23	Manoj Suresh Bathe	Select
24	Sagar Avinash Patil	Select
25	Santosh Swami	Select
26	Nikhil Yadav	Select
27	Akshay Raut	Select
28	Nikhil Gaikwad	Select
29	Yogesh Surkute	Select
30	Omkar patil	Select



SL/HR/2019

15th June 2019

Mr. Saurabh D Bagde,
SIOM - Pune,
Maharashtra- 411041.

Sub: Letter of Intent for the post of Officer – Supply Chain Management (Noida)

Dear Mr. Saurabh,

With reference to your application and subsequent interview held, we are pleased to inform you that you have been selected for the post of **Officer - Supply Chain Management**, on the remuneration and terms & conditions as mutually agreed upon.

Further, you shall be required to join us on or before **16th July 2019** at Noida. The formal appointment letter, giving all details, will be issued to you after your joining with us.

At the time of joining please submit following documents:

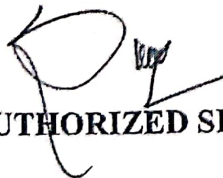
1. Photocopies of your academic record (class 10th onwards)
2. Proof of date of birth.
3. Certificate of trainings undergone/attended.
4. 3 passport size photograph
5. Photocopy of PAN card
6. Medical Report


This offer is subject to your clearing employment health check-up and antecedent verification.

We wish you all the best for your new appointment.

Please sign and return the duplicate copy of this letter as a token of your acceptance.

For Subros Limited


(AUTHORIZED SIGNATORY)


Accepted
18/06/19

SUBROS LTD.
15th June 2019

Name: Mr. Saurabh D Bagde
Designation: Officer
Department : Supply Chain Management
Location : Nolda

BASIC	10000
HRA @ 50%of Basic Salary	5000
TRANSPORT ALLOWANCE	1600
UNIFORM MAINTENANCE ALLOWANCE	3000
EDUCATION ALLOWANCE	1500
SPECIAL ALLOWANCE	4000
PERSONAL PAY	1910
ADDITIONAL PERSONAL PAY	1000

TOTAL 28010

QUARTERLY PAYMENTS

MED 625

ANNUAL PAYMENTS

LTA 833

OTHERS(Payment schedule is as per notes below)

Performance Incentive (@ V.Good Performance) 2667

TERMINAL BENEFITS

PF(@12% of 15000) 1800

GRAND TOTAL 33935

ANNUAL SALARY (IN LACS) 4.07

1.Payment of Performance Incentive (PI) is subject to completion of Annual Appraisals (Financial year basis) and will be paid to the employees being on rolls at the time of payment.Partial payment of PI @ 20% on "Good" rating will be made quarterly and will be adjusted as per annual performance rating.

2. Special Allowance, Personal Pay, Additional Personal Pay is subject to adjustments within the salary structure based on changes in structure of allowances, if any.

Please note that your compensation package is confidential between you and the company. You are strictly advise not divulge / discuss with anyone except your Functional / HR Head for any clarification, if required

S. Bagde

Accepted
18/06/19



MSC SERVICE CENTER INDIA PRIVATE LIMITED

Regd. Office :- Kosmo One, Tower B, 6th Floor, No. 14, 3rd Main Road, Ambattur Industrial Estate,
Ambattur, Chennai - 600 058. India. Tel : +91 44 71013450, Website : www.msc.com CIN : U74900TN2015FTC101541



07/05/2019

To,

Ms. Balani Poonam Nimishbhai
4, Sarvoday Nagar, Near Moti Tanki chowk,
Rajkot,
Gujarat - 360001.

Dear Ms. Balani Poonam Nimishbhai,

We are pleased to offer you an Appointment Offer with our Company as **Assistant Executive** at our **Pune** office in **Grade ED-A1** on the terms and conditions as discussed with you.

Our formal Appointment letter will be issued to you on your joining the Company.

We expect you to join us on **21/05/2019**.

Your employment offer is subject to **Medical examination** and issuance of satisfactory report by the Company's Doctor.

We look forward for a long and fruitful association with you.

Kindly sign and share the duplicate copy of this letter in token of your acceptance of the offer.

Thanking you,

For **MSC SERVICE CENTER INDIA PRIVATE LIMITED**

A handwritten signature in blue ink, appearing to be 'B. Suresh Kumar', written over a horizontal line.

B. SURESH KUMAR
MANAGING DIRECTOR

Accepted and Signed by Balani Poonam Nimishbhai:

A handwritten signature in blue ink, appearing to be 'Balani Poonam Nimishbhai', written over a horizontal line.

Dated: 9/5/2019



PRIVATE AND CONFIDENTIAL

Reference No. – 1328875616

Applicant ID - 3580294

13-May-2019

Akshay Bhadane.

Dear Akshay,

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,

Vikash Sharma

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.



PRIVATE AND CONFIDENTIAL

Reference No. – 1328875616

Applicant ID - 3580294

13-May-2019

Akshay Bhadane

Dear

Akshay,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at Ahamadnagar – Manmad Road.

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 29-May-2019.
- 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.

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.



: 2 :

Reference No. - 1328875616

Akshay Bhadane.

- **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.



: 3 :

Reference No. - 1328875616

Akshay Bhadane.

- 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. - 1328875616

- Akshay Bhadane
- **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,

JAISEE MEHTA
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.



: 5 :

Reference No. - 1328875616

Akshay Bhadane

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.

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.



:6:

Reference No. - 1328875616

Akshay Bhadane

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

ICICI Bank Limited
ICICI Bank Towers
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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.

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 Old Padra Road,
 Vadodara 390 007, India.



Remuneration Details

Name : Akshay Bhadane.

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	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 : 13-May-2019

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PRIVATE AND CONFIDENTIAL

Reference No. – 1372982810

Applicant ID - 4801294

13-May-2019

Adesh Bhalerao

Dear Adesh,

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,

Vikash Sharma

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PRIVATE AND CONFIDENTIAL

Reference No. – 1372982810

Applicant ID - 4801294

13-May-2019

Adesh Bhalerao

Dear

Adesh,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at Nagpur – Chhatrapati Square.

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 29-May-2019.
- 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.

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: 2 :

Reference No. - 1372982810

Adesh Bhalerao

- **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.

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: 3 :

Reference No. - 1372982810

Adesh Bhalerao

- 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.

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: 4:

Reference No. - 1372982810

- Adesh Bhalerao
- **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,

JAISEE MEHTA
CHIEF MANAGER

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

Signature of Applicant

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: 5 :

Reference No. - 1372982810

Adesh Bhalerao

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:

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- 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.

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:6:

Reference No. - 1372982810

Adesh Bhalerao

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

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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.

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Remuneration Details

Name : Adesh Bhalerao.

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	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 : 13-May-2019

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PRIVATE AND CONFIDENTIAL

Reference No. – 1465987698

Applicant ID - 8230893

13-May-2019

Shubham Bilgaiye

Dear Shubham,

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,

Vikash Sharma

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PRIVATE AND CONFIDENTIAL

Reference No. – 1465987698

Applicant ID - 8230893

13-May-2019

Shubham Bilgaiye

Dear

Shubham,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at PUNE – Bhandarkar Road

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 29-May-2019.
- 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.

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: 2 :

Reference No. - 1465987698

Shubham Bilgaiye

- **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.

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: 3 :

Reference No. - 1465987698

Shubham Bilgaiye

- 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.

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: 4:

Reference No. - 1465987698

- Shubham Bilgaiye
- **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,

JAISEE MEHTA
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.



: 5 :

Reference No. - 1465987698

Shubham Bilgaiye

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.

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.



:6:

Reference No. - 1465987698

Shubham Bilgaiye

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

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.



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.

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.



Remuneration Details

Name : Shubham Bilgaiye

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	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 : 13-May-2019

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.


ICICI Securities

Date: 31/2019

To,

Lina Suresh Bodane
SMT Kaashibai Navale Sinhgad School of Business Management, Pune

Sub: Letter of Intent

Dear Lina,

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 2019 to October 2019. 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.

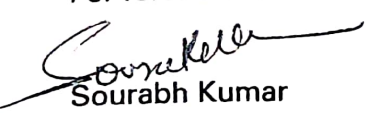
You agree to keep in confidence and not to disclose or use for your own benefit, or for the benefit of any third party any information, documents or materials that are provided to you and are reasonably considered confidential.

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 0101/3035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

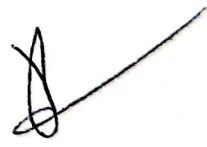
ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parakh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

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 Details		
Components	Monthly	Annually
Basic	11,667	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,431	29,168
Personal Pay	9,153	109,833
	31,934.	383,200
Retiral Benefits		
Employer's Contribution to PF	1,400	16,800
Total Fixed Pay	33,334	400,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		



Accepted
in

Non- Metro		
REMUNERATION DETAILS		
Components	Monthly	Annually
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,127	25,520
Personal Pay	7,653	91,830
	27,942	335,300
Retiral Benefits		
Employer's Contribution to PF	1,225	14,700
Total Fixed Pay	29,167	350,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		

Accepted
ms



McCain Foods India Pvt. Ltd.

Ground Floor, The Crescent by The Qutub, Lado Sarai, New Delhi – 110 030
Tel: +91 – 11 – 46699000, Fax: +91 – 11 - 26527196

Date: February 23, 2022

To,
Mr. Nishit Kumar Choudhary
Singhia Mukundpur,
Naugachia, Bhagalpur,
Bihar-853204

Offer Letter

Dear Nishit,

We are pleased to offer you employment with McCain Foods India Pvt. Ltd. ("McCain"). The position will be titled as **Business Development Executive – Patna in Retail Sales**, on the terms and conditions described in this offer letter ("Agreement"). In the following pages and attachments, we will outline all of the terms and conditions of your employment with us in detail. We are thrilled that you are joining us and to begin we would like to advise you of the following summary of highlights of this offer. For full details, please see the following pages and attachments to this document:

	Salary Components	Monthly	Annual CTC
Monthly Payout	Basic	39049	468584
	HRA	19524	234292
	Convey. Allowance	3905	46858
	Medical Allowance	3905	46858
	Leave Travel Allowance	7810	93717
	Supplementary Allowance	3905	46858
	Total - A (Base Pay)	78097	937169
Benefits	Employer PF Contri. @12%	4686	56230
	National Pension Scheme @10%	3905	46858
	Gratuity Contribution	1878	22539
	Annual Leave days		18 days
	Employee Extended Health Benefits	Group Mediclaim insurance, Group Personal Accidental Insurance, Group Term Life Insurance Applicable as per company policy.	
	Total - B (Benefits)		125627
Annual Payout	Ex-gratia		6000
	ISIP (Sales Incentive Plan, max)		171204
	Total - C (Annual Payout)		177204
	Total Annual Cost to the Company		1240000

We believe trust this offer will be in keeping with our previous discussions. Please consult the full Agreement below for all of the specifics. Again, we look very forward to you joining our team and know that you will have a long and rewarding career with McCain. Welcome!

Kind regards,

For McCain Foods India Pvt. Ltd.

Debadatta Baxi
(Regional HR Director - IKSEAT)



Offer of Employment:

We are pleased to offer you employment with McCain Foods India Pvt. Ltd. ("McCain") in the position of **Business Development Executive – Patna in Sales**. During your interview we discussed the key deliverables and responsibilities of this position. As our business continues to evolve, your job description may be amended and your position may change during the course of your employment.

This offer of employment is conditional upon several standard processes, including:

- Satisfactory reference checks;
- Receipt by McCain of a signed copy of this Agreement, acknowledgement of the Confidentiality and Intellectual Property Agreement attached as Schedule "C" and of the McCain Code of Conduct attached as Schedule "D";
- Prompt receipt by McCain of the signed Offer Letter, within 07 days of it being provided to you;

You will report directly to **Area Sales Manager - East** and you will be presently based out of **Patna City**. However, you will be required to frequently travel in this role, both domestically and internationally. Your hours will be as communicated by your supervisor. You will also be expected to devote any additional time that is required to respond to business needs and to enable performance of all responsibilities required of your position. You will not be entitled to overtime pay for any such additional hours worked, as this has already been taken into account when determining your remuneration.

You are advised to report at our **Patna Office** no later than your start date **April 1, 2022**

In addition to the policies and customs of McCain, the following terms and conditions apply to this Agreement:

REMUNERATION:

Your gross annual salary will be the amount set out in Schedule "A" ("Base Salary"), payable monthly, in arrears at the time McCain customarily pays its employees in India.

McCain will deduct income tax and other statutory taxes from your Base Salary at source as applicable. McCain will make all applicable statutory or authorized deductions from any monies paid to you in the course of employment. You will be responsible for submitting appropriate taxes applicable to you.

As you are aware, salary particulars are personal and confidential between you and McCain and you will only disclose these to statutory authorities, your financial advisor, bank contacts, accountant, spouse and as required by law or for other appropriate purpose.

Your salary and performance will be reviewed annually. Base Salary increases will be in the sole discretion of McCain, based on McCain's salary review guidelines and policies, McCain's financial performance and your performance. Your supervisor is responsible for setting the Key Performance Indicators ("KPIs") for this role with you and for assessing your performance against these KPIs.

INCENTIVE/BONUS:

You are eligible to participate in the **India Sales Incentive Plan ("ISIP")** in accordance with the description attached as Schedule "B" to this Agreement. Nothing in this Agreement will prevent McCain from amending or terminating any incentive program from time to time, as it deems appropriate. Any payment by McCain under the STIP will be subject to applicable income and other taxes or all federal, state and local required withholdings as applicable. Any possible STIP payout will not be considered a fixed compensation component, which means that you cannot claim any right or entitlement on past STIP payout in the future. STIP payments will be made following audit and verification of McCain's financial results.

We wish to emphasize that the terms of the incentive arrangement, including your various targets and the amount of the target pay out, may be altered each year, and any payment in one year is no guarantee of a payment in subsequent years.

PROBATION:

As is customary, there will be an initial probationary period of **six (6) Months** during which we will both have the opportunity to assess whether we wish to continue the employment relationship. Your evaluation will be conducted by the key persons who work with you during the probationary period, if deemed necessary, upon notice in writing to you, the probationary period may be extended at the sole discretion of McCain.

If McCain terminates your employment during the probationary period, you will not be provided notice or payment, other than as required by applicable law.

If you successfully complete the probationary period, then the termination provisions of this Agreement will apply to any subsequent departure from McCain.

TERMINATION:

In keeping with local employment practices, if your employment is terminated by McCain on a without cause basis after completing of the probationary period, you will be provided with one (01) months' notice, or at McCain's sole discretion, Base Salary in lieu of such notice ("the payment period"). If working notice is not provided and if McCain pays you the amount in lieu of working notice, then the payment will be guaranteed and paid as a lump sum payment within ten (10) business days following termination. If working notice is provided, then McCain reserves the right to direct you not to complete the working notice in which case it will pay to you the outstanding amount owed to the expiry of the payment period in lieu of requiring you to work for the entire working notice period.

You will be paid your salary earned to the date of termination, any eligible outstanding expenses incurred to the date of termination, plus any vacation pay which is accrued and owed to you maximum upto 45 days.



McCain Foods India Pvt. Ltd.

Ground Floor, The Crescent by The Qutub, Lado Sarai, New Delhi – 110 030
Tel: +91 – 11 – 46699000, Fax: +91 – 11 - 26527196

If there are any obligations, which are required under the applicable employment standards legislation, which require additional payments or benefits not specifically identified in this section, then we will comply with those statutory obligations. However, any monies to be paid as statutory notice or termination pay or severance pay are deemed included in the monies referred to in the first and second paragraphs of this Termination Section.

No other monies or entitlements will be paid or provided upon termination except as expressly described in this "Termination" section.

You agree that McCain will not take into account any service with your present or former employers for any reason, including to calculating the length of service for any subsequent severance payment in the event your employment with McCain is terminated.

In case you wish to resign your employment with McCain, you are required to provide **two (2) months' prior notice** in writing. If you fail to give notice, McCain will have the right to withhold monies due to you with a maximum amount equal to the ordinary time rate of pay for the period of notice not given.

On request, and in any event, on termination of your employment for any reason. You are required to return to McCain all of McCain's property including, but not limited to, any car, mobile, laptop, credit cards, security pass, all keys, computer hard and software including USB sticks, discs and all documents in whatever form, (including notes and minutes of meetings, customer lists, address books, plans, projections), together with all copies, (irrespective of by whom and in what circumstances such copies were made), which are in your possession or under your control.

If your employment with McCain is terminated at your initiative within two years of taking up this appointment, any amount paid or reimbursed as joining, notice pay, travelling or relocation assistance must be repaid on the following basis:

Period between joining and resignation	Percentage of amount to be repaid
0-12 months	100%
13-24 months	75%

You agree that these terms are fair and reasonable and that you had an opportunity to review these termination provisions and obtain independent legal advice. You agree that the notice or pay in lieu of notice specified in this Agreement is inclusive of the statutory notice and of any other legal notice and that this specified notice or pay in lieu thereof fully satisfies McCain's obligations in respect of the termination of your employment. You agree that will have no claims or action or cause of action against McCain, its parent or affiliates, and their respective officers, directors, partners or employees with respect to any matters arising from your employment or the termination of your employment, either statutory or at common law and including for notice, statutory severance, wrongful dismissal payments, benefits continuation or reinstatement. Nothing precludes you from seeking to enforce the express terms of this Termination section, following termination.

TERMINATION FOR CAUSE:

McCain may terminate your employment immediately, for just cause, without notice or payment to you of any compensation whatsoever. Grounds for termination for just cause include, but are not limited to:

- Serious misconduct, including but not limited, to dishonesty, theft, misrepresentation, conviction of any offence, breach of McCain Code of Conduct, McCain policies or applicable laws, and refusal to obey any reasonable instruction of your supervisor or McCain;
- Furnishing of incorrect facts during the application/review process upon which McCain has relied in offering you employment;
- Abandonment of employment, evidence for which shall be absence without a reason acceptable to the employer, for a period of seven (7) working days (i.e. seven (7) consecutive days on which the employee was expected to work);
- Becoming medically and / or mentally unfit to perform the duties of your position; and
- Unsatisfactory performance or conduct.

BENEFITS:

You are entitled to participate in the employee health and benefit plans generally offered to McCain employees employed at this level, in accordance with the terms of the governing plans. Specifically, you will be entitled to the benefits as set out in Schedule "A". Any further information will be provided to you upon request. McCain may alter any terms of the benefit plans or the carriers in its sole discretion.

LEAVE:

You are entitled to applicable statutory holidays and to annual leave as set out in Schedule "A", as per McCain's applicable leave policy and any other rules enforced by McCain from time to time. Vacation pay will accrue at the rate prescribed by applicable law. The annual salary paid to you will cover any work done on these or any substituted days.

In your first and last year of employment, vacation time and pay is pro-rated based on the time actually worked in those years.

CODE OF CONDUCT:

McCain is committed to the highest standards of integrity as outlined in our Code of Conduct. Good ethics are also good business. You have been provided with the McCain Code of Conduct booklet that outlines standards of behavior and certain legal obligations that apply to all McCain employees. Attached to this Agreement as Schedule "D" is the Certificate of Acknowledgement of the Code of Conduct. We ask that you sign this certificate, confirming that you have received, read and understood the content of the Code of Conduct and that you understand that you must comply with the McCain Code of Conduct.



McCain Foods India Pvt. Ltd.

Ground Floor, The Crescent by The Qutub, Lado Sarai, New Delhi – 110 030
Tel: +91 – 11 – 46699000, Fax: +91 – 11 - 26527196

PRIVACY:

At McCain we are also committed to ensuring your personal privacy while meeting our obligations to our partners such as approved legislative bodies and third parties who supply benefits and services to both McCain and you as an employee of McCain. By signing the Agreement, you recognize that McCain will collect, use and retain such personal information about you, which is necessary to manage and administer the employment relationship, and you consent to such collection use and retention of the personal information. McCain may transfer your personal information to its parent or affiliates including to affiliates outside India or to third party agents who provide services on McCain's behalf (such as payroll service, benefit providers, website provider) where it is necessary that the service provider has the personal information in order to perform the services. Should there be a corporate restructuring, you agree that if your employment is continued with a related entity, the personal information collected and used by McCain can be transferred to the new employer.

MISCELLANEOUS:

You agree to abide by all McCain policies and procedures in place at any given time as well as those introduced and/or amended by management from time to time. McCain will publicize and explain where necessary the policies existing in the workplace, as well as those introduced or amended from time to time.

All notices, requests, demands and other communications required or permitted under this Agreement will be in writing and in English and will be deemed to have been duly given if delivered by hand to the applicable address set forth above or at such other address as each party shall designate in writing.

RETIREMENT:

Unless otherwise required in applicable laws, you will retire on attaining the age of 60 years, which is the age of superannuation in McCain.

SEVERABILITY:

If any provision of this Agreement is adjudicated to be invalid or unenforceable in any jurisdiction, that invalidity or unenforceability will not affect any other provision and the term or part adjudicated to be unenforceable or invalid will be severed from the terms described above.

SURVIVAL:

In the event that your employment is terminated for any reason, including with or without cause, the sections that are intended by their terms or sense to survive and any other section necessary for the enforcement of the terms of employment described in this Agreement shall survive and continue in full force and effect. The Confidentiality and Intellectual Property Agreement continues in full force and effect following the termination of this Agreement and your employment with McCain.

ENTIRE AGREEMENT:

The terms described in this Agreement, including the Schedules attached to this Agreement, will constitute the entire agreement between you and McCain. They supersede any prior agreement or understanding, oral or written, you may have with McCain. Except for any written termination provisions, which may only be amended if you agree, in writing, McCain may alter, amend, or terminate any term of employment, upon providing to you that minimum period of working notice specified under the applicable employment standards legislation.

GOVERNING LAW

This agreement shall be governed by and construed in accordance with the laws of India and the parties hereby submit to the non-exclusive jurisdiction of the courts of India.

You have the opportunity to review these terms of employment with legal counsel, at your own expense. We encourage you to do so.

If you are agreeable to the previously mentioned terms and conditions, please sign a copy of this Agreement confirming your acceptance and return. The formal appointment letter will be issued after we receive your acceptance.

We are very pleased and excited that you will join us. We look forward to working with you.

Sincerely,

For McCain Foods India Pvt. Ltd.

Debadatta Baxi
((Regional HR Director - IKSEAT))

Date:

Signature of **Nishit Kumar**



McCain Foods India Pvt. Ltd.

Ground Floor, The Crescent by The Qutub, Lado Sarai, New Delhi – 110 030
Tel: +91 – 11 – 46699000, Fax: +91 – 11 - 26527196

Schedule “A”

	Salary Components	Monthly	Annual CTC
Monthly Payout	Basic	39049	468584
	HRA	19524	234292
	Convey. Allowance	3905	46858
	Medical Allowance	3905	46858
	Leave Travel Allowance	7810	93717
	Supplementary Allowance	3905	46858
	Total - A (Base Pay)	78097	937169
Benefits	Employer PF Contri. @12%	4686	56230
	National Pension Scheme @10%	3905	46858
	Gratuity Contribution	1878	22539
	Annual Leave days		18 days
	Employee Extended Health Benefits	Group Mediclaim insurance, Group Personal Accidental Insurance, Group Term Life Insurance Applicable as per company policy.	
	Total - B (Benefits)		125627
Annual Payout	Ex-gratia		6000
	ISIP (Sales Incentive Plan, max) (14%)		171204
	Total - C (Annual Payout)		177204
	Total Annual Cost to the Company		1240000

Authorised Signatory

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.
- LTA can be split on flexible basis for tax efficiency.
- Gratuity will be applicable as per The Payment of Gratuity Act, 1972.

Welcome Letter

12 March 2019 at 11:31

aarti.sachdeva <aarti.sachdeva@vivoglobal.com>
To: chogulemukesh171 <chogulemukesh171@gmail.com>
Cc: Soumya Bakshi <soumya.bakshi@vivoglobal.com>, "som.hu" <som.hu@vivopune.co.in>, "li.xiaolong" <li.xiaolong@vivopune.co.in>, "usama.sayyed" <usama.sayyed@vivopune.co.in>, "directorcpc.placement" <directorcpc.placement@sinhgad.edu>

Dear **Mukesh**,

Further to our discussions, we are pleased to make an offer for employment as **Management trainee** on the payroll of **Hisoa Electronic Pvt Ltd (VIVO)**. You will be on probation for 6 months.

Your annual compensation, calculated on a cost to company basis would be **3,10,266 INR /- PA**. A detailed letter of employment will be issued on your joining.

We expect you to join as early as possible as but not later than **06 June 2019** beyond this date the offer will automatically stand withdrawn. Time: 9:30 am

You will join us at the said address. Hisoa Electronic Private Limited (VIVO Camera & Music), Shop No 456, 2nd Floor Suyog Platinum Tower, Naylor Road Pune-411001.

Kindly confirm your acceptance within 24 hours of receipt of offer letter and to the undersigned.

As a part of your acceptance of the offer, you are requested to adhere to the joining instructions given below. It will help us to ensure your on boarding is smooth and pleasant.

Please bring the following documents **Xerox and Original** 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. 2 Photocopies of all pages of Passport
5. Any other residence proof copy for bank account opening if not passport
6. 2 Photocopies of PAN / Acknowledgement of PAN Application & Aadhar Card Compulsory
7. 3 coloured photographs (ID Card size)
8. Bank Passbook Copy/Cancelled Cheque

We welcome you to the Organization and look forward to a long and mutually beneficial approach.

Name of Employee	Mukesh Dadasaheb Chougule
Date of Joining	06-06-2019
Designation	Management Trainee
Cluster	Pune

Components	Monthly Break up	CTC Break Annually
Basic (50% of TTL CTC)	12928	155136
HRA (30% of Basic CTC)	3878	46536
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Leave Travel Allowance	1667	20004
Supplementary Allowance	2982	35784
	24305	291660
Provident Fund @ 12%	1551	18612
ESI @ 1.75%	0	0
P Tax	200	2400
Total Retirals	1751	21012
Net	22554	270648
Provident Fund @ 12%	1551	18612
ESI @ 4.75%	0	0
Total Cost to Company	25856	310266

[Quoted text hidden]



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

Sinhgad Collage Selected Candidates List

Rinku Mishra <rinkum@gttconnect.org>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: amitb@gttconnect.in, praveenkumar@gttconnect.com

4 June 2019 at 10:22

Hello Priyanka,

As per yesterday's drive, please find attached select candidates list.


As of now total selected is 24 and some one of the candidates will confirm / join from tomorrow.

Thanks & Regards,

Rinku Mishra | Global Talent Track |

Contact : 9021258947

Empowering the Youth Worldwide

 **Shingad drive.xlsx**
12K



Sr no	Name	Remarks
1	Kiran eknath ingale	Select
2	Sumit Vishwas jadhav	Select
3	Akshay D sarode	Select
4	Kiran B sakhare	Select
8	Nitin suresh Gaikwad	Select
9	Siddheshwar Pande	Select
11	Salvi Wilson	Select
12	Patil Ashwin Ashok	Select
13	Rajmane Nagnath	Select
14	Nikhil Sakhare	Select
15	Kamble Gaurav Shivaji	Select
16	Parmeshwar Deshmukh	Select
17	Mahesh Bade	Select
19	Rushikesh Deshpande	Select
20	Rahul Pandit Changale	Select
22	Yenge Lingram Govindrao	Select
23	Manoj Suresh Bathe	Select
24	Sagar Avinash Patil	Select
25	Santosh Swami	Select
26	Nikhil Yadav	Select
27	Akshay Raut	Select
28	Nikhil Gaikwad	Select
29	Yogesh Surkute	Select
30	Omkar patil	Select



Note 1:

* Excluding taxes (Professional Tax, Income Tax, etc.)

** Gratuity is payable to employee on completion of 5 years' service as per Payment of Gratuity Act, 1972

Note 2:

Our monthly payroll cycle is from 1st to last day of every month

You are asked to report for duty at the following address: Neeeyamo Enterprise Solutions, 1st floor, IT 5

building, M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6, Rajiv Gandhi InfoTech Park,

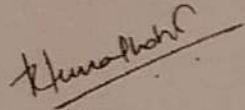
Hinjewadi, Phase 1, Pune-411057.

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than (Offer Date + 2 calendar days), post which the offer stands null & void.

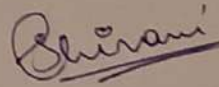
We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards

For Neeeyamo Enterprise Solutions Pvt. Ltd.



Rupinder Kaur
Associate Director | Neeeyamo Enterprise Solutions



Annexure

Annexure 1: List of documents copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other: Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving License/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRi employee only)

February 18, 2019

Dear Shivani D,

SUB: Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner, Payroll** at our Pune office. You will be on probation for a period of 2 months from the date of joining. You will be confirmed, on successful completion of probation.

Breakup of your compensation package is provided herewith. This structure will be applicable on you completing your education & submitting proof of the same. Till such time you will be paid a stipend of Rs. 10,000 per month subject to statutory deductions as applicable from time to time.

As discussed we would like you to join our company on February 18, 2019 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs.350000 per annum (CTC). You will be issued a detailed appointment letter upon completion of your education.

	Per Month	Per Annum
General components		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 8946	Rs. 107358
Food Coupon	Rs. 2200	Rs. 26400
Total Gross Salary	Rs. 26458	Rs. 317508
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity **	Rs. 491	Rs. 5892
Total Employer Contribution	Rs. 2291	Rs. 27492
Annuals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 350000
Total CTC		Rs. 350000
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary *		Rs. 24659
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thiruppurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 25, 2019

Private & Confidential

Rishikesh Ganesh Deshpande.

Ravivar Peth karad .

satara,

Maharashtra,

India - 415105

Document ID – bdc4e104-9be7-5607-b866-95472dc8623c

Dear Rishikesh ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited (“SSHS” or “HCLTech” or “Company”)** as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ- Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter’s email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

2

SIGNATURE OF EMPLOYEE

HCLTech

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- **Probation** - You will be on probation for a period of 6 months from the date of your joining. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Performance and Compensation Reviews** - Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Your annual performance appraisal and compensation review will be initiated on completion of your anniversary (12 months from date of joining HCLTech) and subsequently compensation review will be aligned and effected from the first day of the subsequent quarter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function**
- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- Employment of Relatives-** At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCLTech or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

CIN : U72900DL2012FTC229698

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

CIN : U72900DL2012FTC229698

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services

Amrita Das
DEBASIS SARKAR
SENIOR VICE PRESIDENT

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

7

SIGNATURE OF EMPLOYEE

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

DECLARATION

I, Rishikesh Deshpande., hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCLTech will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCLTech

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)

S. No	Document Name
-------	---------------

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCLTech onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCLTech will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCLTech Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCLTech Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCLTech Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCLTech Cafeterias or food joints outside HCLTech campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

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- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCLTech's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCLTech contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

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As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

ANNEXURE IV

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

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Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as “**Prior Inventions**”), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as “**Inventions**”), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are

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protectable by copyright are “works made for hire”, as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company’s expense, in every proper way to secure the Company’s rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company’s actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws

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of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, “Similar Services” means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the
- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

CIN : U72900DL2012FTC229698

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The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

7. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

8. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

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9. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
10. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
11. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Rishikesh Ganesh Deshpande,

July 25, 2019

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

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taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCLTech reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



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

Sinhgad Management Institutes List - RE/MAX V21 Realty Plus

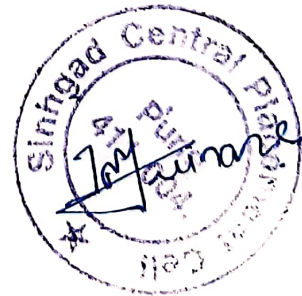
Aniket Kadam <aniket.kadam@v21realtyplus.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

26 April 2019 at 16:38

Hi Sir / Mam,

We would like to inform you following students are selected from today's interview process -

Nikhil Rajendra Dhawale Joining - 1 May 2019
Sachin Bhausahab Jadhav Joining - 13 May 2019.
[Quoted text hidden]





Offer : BUSINESS PROCESS OUTSOURCING SERVICES.

Ref : TCSL/297701/TCS - Pune/BPO/BT

Date: 22-Jun-2015

Dear Sooraj Galkwad,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring career opportunities with Tata Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer as Trainee BPO for a period of 12 months.

During this period you will be paid a stipend of Rs. 11250.00/- per month.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of TCSL. You may hand over your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per Company policy.

TATA CONSULTANCY SERVICES



ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No _____ on _____, I hereby accept this Offer and intend to join service on _____.

Signature:

Name:

Date:

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

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Registered Office : 808, Siddharth, 96, Mahan Place, New Delhi - 110 019, India.

Date: July 23, 2019

Private & Confidential

Uttara Ajay Ghate

Gajanan peth, opp state bank colony no.02, lahan u
maharashtra , 444005,
Akola,
Maharashtra,
India - 444005

Document ID - be8f5048-8a4c-4eb0-9d05-b43deb23b8f1

Dear Uttara,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on July 31, 2019 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Obsolete-Pune, Incubation Center, Magarpat.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

1

SIGNATURE OF EMPLOYEE:

HCL



State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

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unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

2

SIGNATURE OF EMPLOYEE:

HCL



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Workalta Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalppet Taluk, Kanchesapuram Dist, Chennai - 603 103, India

Workalta Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Workalta Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune - 411 006, India.

Registered Office : 808, Siddharth, 98, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation**

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(India) Private Limited

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Review shall be deemed to be changed with the change in position / process / function.

- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited** employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy
- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy

4

SIGNATURE OF EMPLOYEE:

Handwritten signature and date:
24/08/2018
HCL
State
Received

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahaballipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalppet Taluk, Kanchesapuram Dist. Chennai - 603 103, India
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- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.
- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.

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SIGNATURE OF EMPLOYEE:

HCL
0107/80/177

REKAR



Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

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- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for 7 days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 55 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers
 - Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

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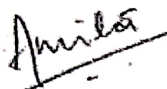
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Amrita Das

Vice President, Head-Global Rewards

7

SIGNATURE OF EMPLOYEE:

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DECLARATION

I, Uttara Ajay Ghate, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCL will lead to termination of employment.

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Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining-induction day

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S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	2
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY)	1
4	PAN Card	2
5	Passport - First and last page - Name and Date of Birth Proof.	2
6	10 th Mark Sheet	1
7	12 th Mark Sheet	1
8	Address Proof: Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Adhaar Card as ID or address proof.	2
9	Highest Qualification Mark-sheets/Degree/ PDC - For Fresher's Only	1
10	Passport Size Photographs (white background)	7

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), EcLOT-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, Surya Sapphire, Plot#3, 1st Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081

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6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesaraipalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

State Street HCL Services

Statestreet HCL Services
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Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.

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- You may refer 'Medical Insurance policy' for further details.

- Coverage under ESI:**

Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



Date: 08th June 2019

Name: Sourabh

Sandip Ghorpade ,

Address: Osmanabad,

Maharashtra- 413501

Subject: Employment Offer

Dear Sourabh,

We are delighted to make you an offer with our organization for the position of **Associate**.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
 - As discussed and agreed with you, your annual cost-to-company (CTC) would be **Rs. Two Lakh Sixty-Two Thousand One Hundred and Sixty Four Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay program subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay program will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **08th june 2019**. This offer of employment will lapse in case you are unable to join on the above mentioned date.



- This offer is valid, subject to:
 - All information provided by you, during your discussions with our company representatives being accurate.
 - Satisfactory reference checks.
 - Satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd”.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.

I have read, understood and agree with the terms and conditions outlined above and I accept employment with “METRO Global Business Services Pvt. Ltd”.

Signature

Date



Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

On joining you will also be required to furnish the following:

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



Annexure 2

Compensation Structure

Sourabh Ghorpade.

Components	Annual
Basic	84,000
HRA	29,400
Special Allowance	68,184
Fixed bonus	30,168
Total Fixed Compensation	2,11,752
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
Total CTC	2,62,164

Note:-** INR 24,000 per annum Transport Allowance over and above the above CTC (Applicable only to employees not availing company transport facility.)

Date: 11th September 2019

Shivani Jadhav

Sarvapratham apartment, Ambegaon Dhabadi, Pune-411046

Dear Shivani,

Offer Letter of Intent to join Johnson Controls

On behalf of Johnson Controls, it gives us great pleasure to offer you the position of “**Junior Executive**”. We know you will find your career with Johnson Controls rewarding and meaningful as you join our global family to create intelligent buildings, efficient energy solutions, integrated infrastructure and next generation transportation systems that work seamlessly together to deliver on the promise of smart cities and communities. At its core, that promise is about delivering innovation that make people’s lives – and the world – better.

Our offer includes the following conditions: You will work as a team member in the “**IBC**” department.

Working place – Pune

Starting date: 19.09.2019

Probation Period: 6 months after the starting day

Employment Contract: will follow after the starting day.

Employee Benefits: Additional to the salary package you will be eligible to participate in various Johnson Controls Employee Benefit Plans.

If you have any further questions concerning this offer, please contact “**Veena Anand**” +91 99234 12654.

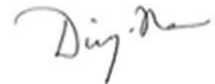
Please indicate that the above hiring conditions are acceptable by signing below. In that case, this letter will be considered as binding document, outlining the conditions of your future employment with Johnson Controls. Request you to share the signed copy as your acceptance through email.

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit. We would also be undertaking your Background Verification Check. You also need to execute an employment agreement as per the Company’s format on or before the Starting date along with the joining formalities. Requesting you to fill in the attached Application form as consent for conducting the said check and return the completed form along with the offer acceptance.

We look forward to you joining our “**Pune**” family here at Johnson Controls, and have confidence that you can make significant contributions to our business objectives.

Yours sincerely,

For Johnson Controls (India) Private Limited



Divya Jha

Director – Human Resources

For Acceptance: Name and Signature with date

Salary Annexure

Name of the Employee : Shivani Jadhav

Grade : 165

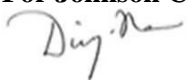
Designation : Junior Executive

Location: Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	15008	180100
House Rent Allowance	750	9005
Statutory Bonus	1400	16800
Balancing Allowance	91	1095
Gross Salary	17250	207000
Provident Fund	1801	21612
Gratuity	722	8663
ESIC	561	6728
Cost To Company (CTC)	20334	244002
Target Variable		20700
Target Total Pay (CTC+Variable)		264702

1. *STI (Short Term Incentive)* clause: Details of the plan will be shared after joining the organization.*
2. *The official working hours can start between 6:00am and 6:00 pm depending on the shift you need to follow as per business requirements. The total daily/weekly hours of working shall be as per the policies of the Company and applicable regulations. The work schedule will be Mondays to Fridays. The work timings may change subjected to business processes and you will be notified in advance.*
3. *You will also be entitled to “Shift Allowance” if applicable to your working shift as per policies of the Company and applicable regulations.*

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources

REG NO :1731000310970305

Date:19-March-2019

To,
Ms. DhanashreeJadkar
Pune, Maharashtra.

SUB: APPOINTMENT LETTER

DearDhanashree,

This has reference to the Interview you had with us for the post of **HR Executive**
We feel that your skill and background will be valuable asset to our team.

We are pleased to appoint you as a post of **HR Executive**.

Skytech HR Services reserves the right to reject your candidature if you fail the verification
of the contents of your resume and supporting testimonials.

Your CTC will be **Rs. 1,20,000/ Annual**.

Please join us no later than **01-April-2019**.

We look forward to welcoming you as a new employee at SKYTECH HR SERVICES.

Best Wishes

Yours Truly
For Skytech HR Services

Authorized Signatory
(Human Resource: Services)

SKYTECH HR SERVICES
207, 2nd Floor, Jai Chamber, Shivaji Road, Swargate, Pune-411042.
E - Mail :info@skytechhr.com Web : www.skytechhr.com

Date: 31/2019

To,
Umesh Chandrabhan Jangle
SMT Kaashibai Navale Sinhgad School of Business Management, Pune

Sub: Letter of Intent

Dear Umesh,

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 2019 to October 2019. 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

Accepted


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 011266854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INL 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

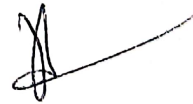
Accepted

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.icclidirect.com



Metro		
Remuneration Details		
Components	Monthly	Annually
Basic	11,667	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,431	29,168
Personal Pay	9,153	109,833
	31,934.	383,200
Retiral Benefits		
Employer's Contribution to PF	1,400	16,800
Total Fixed Pay	33,334	400,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		




Non- Metro		
REMUNERATION DETAILS		
Components	Monthly	Annually
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,127	25,520
Personal Pay	7,653	91,830
	27,942	335,300
Retiral Benefits		
Employer's Contribution to PF	1,225	14,700
Total Fixed Pay	29,167	350,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		






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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

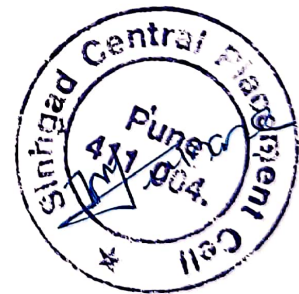
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
1	Ajay Namdeo Ade	Marketing	MBA	61
2	Akshay Ramesh Maldhure	Operations	MBA	66%
3	AMIT ABHIMANYU MATE	MARKETING	MBA	65%
4	ASHISH RAJENDRA MANKAR	MARKETING	MBA	61.12
5	ASHISH YOGESHWAR DAHAKE	Marketing	MBA	65
6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
7	Gorakh Vitthal Karad	Marketing	MBA	65
8	NAKUL SANDEEP NAHATKAR	Operations	MBA	65
9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
11	SACHIN VASANTHKUMAR NAIR	Operations	MBA	70
12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

m + 7226853860 | t +22-6736 9999, 22-6736 9937



Other divisions



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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

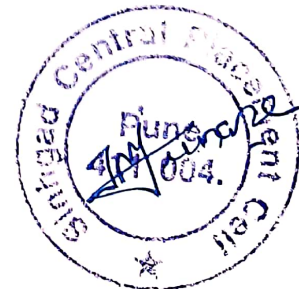
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai



STRICTLY PRIVATE AND CONFIDENTIAL

Date: 29 Oct 2021

Dear Mayurkumar Baburao Kadam,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

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

1. DESIGNATION & BAND

You will be designated as “Assistant Manager - Rural Two Wheeler Loan” 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 **13 Jan 2022** (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 **Karjat** 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. 10,000/- (Rupees Ten Thousand only)** and your house rent allowance will be **Rs. 5,000/- (Rupees Five Thousand 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

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- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (Forty-five days)** written notice to the other party. The notice period of **45 (Forty-five 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

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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- 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

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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- 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

www.bajajfinserv.in/finance



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,

Vadakke Madathil Maneesh Kumar

Issued by : Capricorn Identity Services Pvt Ltd.
Reason : Digitally signed TDS certificate as per Information Techn
Date : 2021.12.14 18:18:18 +05:30

V M Maneesh
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 : _____

Page 5 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
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Corporate ID No.:
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Annexure - A

Detailed Salary Structure

Date : 29 Oct 2021
Name : Mayurkumar Baburao Kadam
Band : GB02

Particulars	Annually	Monthly
Basic	120,000	10,000
House Rent Allowance	60,000	5,000
Special Allowance	167,051	13,921
Statutory Bonus	31,349	2,612
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Fixed Pay	400,000	33,333
Gratuity	5,772	
Indicative Performance Pay#	100,000	
Total Cost to Company	505,772	

#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 : _____

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.: L65910MH1987PLC042961

www.bajajfinserv.in/finance



Employee Code : 290794**Personal & Confidential**

Date of Joining : Jun 14, 22

Name : RENUKA KUNDLIK
KAMBALE

Location : Pune

Dear RENUKA KUNDLIK
KAMBALE ,

Further to the interview & discussion you had with us, we are pleased to offer you as Sales Officer, in Sales Officer(cost code: 105) at branch (4629), Pune on the following terms and conditions:

BAND : SO.

Basic Salary : 16500.00 Rs. /-pm

HRA : 2500.00 Rs. /-pm

Total : 19000 Rs. /-pm

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

Provident Fund:

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

www.hdfcbank.com

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



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

Feed back

sagar k.c <ndcconsultant06@gmail.com>

8 April 2019 at 18:49

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

Cc: Pooja Aparajita <pooja.aparajita.simca@sinhgad.edu>, SIMCA Placement Cell <simcaplacement2004@gmail.com>, newdivideorganisation@gmail.com

A) Final Selected Candidates for joining on 15th April 2019 After today interview.

- 1) Aditi Bane : **Selected** but not sure about joining asking time we cannot wait more then 15 Th April.
- 2) **Apeksha Nagawade** : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April.
- 3) **Komal Kamble** : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April.
- 4) **Payal Patil** : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Anuja Kabra : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Sneha V Gholave : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April

Rejected candidate after final rounds.

- 1) Vaidehi Pathak : Rejected in final interview casual approach and distance issue.
- 2) Amruta Chavan : Rejected confused comm skill not up to the mark no decision maker confidence is v low
- 3) Sushmadevi Janekar : Not came for 2nd round.
- 4) Anuja Kabra : Selected will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Shubham Shejwal : unprofessional attitude towards interview making gossip with other candidates spoiling other candidates waiting after hr asked him to leave behavior issues causal attitude towards hr managers not stable mind set
- 6) Pooja Nanda : Not came for 2nd round.
- 7) Apeksha Kamalaskar : Not came for 2nd round

Kindly check the feedback and revert.

We have vacancy for more **13 candidates** in HR PROFILE send candidates

As we have received 22 candidates from your side you have send list of 56 candidates but only 22 came out of that 6 selected rest candidates send tomorrow.



<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1630252125920272905&simpl=msg-f:1630252125920272905> 1/2

Date: December 28, 2018

To,
Rakesh Baban Karad
Sinhgad Management Institutes
19/15, Erandwane, Khilare Marg, Off Karve Rd, Pune 411004

Sub: Letter of Intent

Dear Rakesh Baban Karad,

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 2019 to October 2019. 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/New Delhi, 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 Neha Parab at 9619181949.

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

Yours Truly,
For ICICI Securities Ltd



Neha Parab
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.icicicurities.com / www.icicidirect.com

Acceptance




Metro		
Remuneration Details		
Components	Monthly	Annually
Basic	11,667	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,431	29,168
Personal Pay	9,153	109,833
	31,934	383,200
Retiral Benefits		
Employer's Contribution to PF	1,400	16,800
Total Fixed Pay	33,334	400,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		



Non- Metro		
REMUNERATION DETAILS		
Components	Monthly	Annually
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,127	25,520
Personal Pay	7,653	91,830
	27,942	335,300
Retiral Benefits		
Employer's Contribution to PF	1,225	14,700
Total Fixed Pay	29,167	350,000
Additional Benefits		
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 is payable after completion of 5 years of continuous service		



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

Sinhgad Management Institutes List - Supr Infotech Solutions Pvt. Ltd. (Suprdaily)

Rishi Jalan <rishi.jalan@suprdaily.com>

24 July 2019 at 15:19

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

Cc: Ravindranath P Panicker <deansbs.placement@gmail.com>, Neeraj Raje <neeraj.raje@suprdaily.com>

Dear Director,

The below students have been selected for the role shared with you.

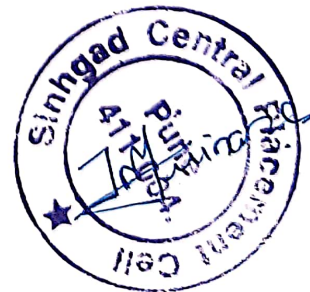
1. Shrinesh Sharad Dupate
2. Prasad Vitthal Khadtare

As discussed with the students, they will be joining from 25th July, 2019 and their offer letters will be shared with them by day end, today.

Please feel free to reach out to me in case of any clarifications.

Thanks.

[Quoted text hidden]





PRIVATE AND CONFIDENTIAL

Reference No. –1425981276

Applicant ID - 3202481

17-May-2019

Girish Khalse

Dear Girishi,

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.

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.



PRIVATE AND CONFIDENTIAL

Reference No. –1425981276

Applicant ID - 3202481

17-May-2019

Girish Khalse

Dear Girish,

We are pleased to make you an offer of appointment as Relationship Manager in ICICI Bank. You will be placed in Branch Banking at Satara – Ravivar 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 29-May-2019.
- 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.

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

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 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.



: 2 :

Reference No. - 1425981276

Girish Khalse

- **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
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CIN.: L65190GJ1994PLC021012

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



: 3 :

Reference No. - **1425981276**

Girish Khalse

- 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.

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 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.



: 4:

Reference No. - **1425981276**

Girish Khalse

- **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,

JAISEE MEHTA
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.



: 5 :

Reference No. - 1425981276

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.

ICICI Bank Limited
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 Old Padra Road,
 Vadodara 390 007, India.



:6:

Reference No. - **1425981276**

Girish Khalse

Benefits:

- Comprehensive Medclaim 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

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

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Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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



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.

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

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Remuneration Details

Name : Girish Khalse

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 : 17-May-2019

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**T M INPUTS
& SERVICES
PVT. LTD**

Career Center, 1-8-303/48/12, Prenderghast Road, Secunderabad-500 003.
Tel: +91-40-66765000, Fax: +91-40-27893725. Url: www.tminetwork.com

**Mr Mahesh Subhash Khopale,
Pune, MH**

Sub: Letter of Appointment

Ref: TMIPIL0265

Dear Mahesh Subhash Khopale,

Welcome to the TMI family

Congratulations on being appointed as a “**Independent Marketing Representative**” in the TMI Staffing Division on deputation with one of our client “**Pidilite Industries Limited**”. Your Employee Code for future reference is **TMIPIL0265**

Please note the following:

1. Your date of joining is **21-May-2019**
2. Your appointment as “**Independent Marketing Representative**” is initially for a period of **11 Months** from the date of joining. You will be working out at designated work place of our client “**Pidilite Industries Limited**” and your location during this period will be **Pune**.
3. During your employment with us, you will be working under the instructions of our client.
4. You are expected to open a bank account through TMI designated banker within 10 days of your joining.

Work Timings: You will be working 6 days a week and are eligible for one weekly off. The exact working hours will be communicated to you at the time of joining

Description of Your Role in Brief:

Will be briefed by the client at work place

Workplace Policies and Other Points to Note:

1. You are requested to present yourself at your designated workplace in notified uniform.
2. In case of any workplace discomforts, please report to your “Reporting Manager ” relating to any of the following:
 - Gender issues
 - Instances of Sexual Harassment
 - Usage of foul language by Supervisors, Colleagues or Store owners
 - Salary related matters
 - Any other incident that brings down your potential to perform at optimum levels.

You are requested to immediately escalate through a call to your local TMI HR or your coordinator / Team Leader. Action on your query / complaint / concern will be taken up on receipt of your mail.

3. **Loss through negligence at work place:** In case of loss of property arising out of negligence on your part, TMI will debit costs equivalent to loss accrued to its business partner or stakeholder from your salary. This may be done in installments or, one time basis. The decision regarding the same rests solely with TMI. You are advised to take due care to protect all the assets of the company. You are hereby requested to take good care and efforts on the upkeep of the inventories of the Client.
4. **Leave Policy:** You will be eligible for one weekly off for every six days worked. You will be eligible for leave in accordance with the Company's rules and regulations.
5. **Deputation/Change/Transfer of Employment :**
 - a. You are liable to be transferred anywhere in India at the sole discretion of the Management depending upon the organizational exigencies. Your services may also be deputed to the Group/Sister Companies as deemed fit by the Management.
 - b. Your place of work can be changed at the sole discretion of the Management to any other branch, unit, factory, establishment, outlet, subsidiary, associate office, or other site either in existence or which may come into existence. In such event, you will be automatically governed by the service conditions, rules, regulations and other terms and conditions as applicable at such new place.
6. Workmen Compensation act does not apply when you are registered with ESIC.

Terms And Conditions:

1. **Verification of the particulars mentioned in your application:** It is understood by you that this employment is being offered to you on the basis of the particulars / credentials furnished by you in / with your Application /Registration Form for employment. If, at any time, should it emerge that the particulars / credentials as furnished by you are false / incorrect, or if any material information has been suppressed, this appointment shall automatically be rendered void and shall be liable to termination forthwith without any notice or compensation or such other action as the Management deems fit.
2. **Documentary Evidence:** You are required to submit documentary proof of the facts mentioned by you in your application form with the HR Department / Office with self-certified copies of other credentials about your qualifications, experience etc. on or before your Date of Joining or within 7 days of your joining date. Non-Compliance with such demand or detection of any discrepancy therein shall render you liable to be terminated from the service immediately without any notice or any compensation in lieu of the period.
3. **Dual Employment:** During your service with TMI, you will not engage yourself directly or indirectly in any other Undertaking, Business, Employment (Full-time/Part-Time) or Activities prejudicial/detrimental to the interest of the Company. Any action contrary to this shall render your services liable for termination without any notice forthwith without any notice or compensation or such other action as the Management deems fit.
4. **Bribe:** You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization.
5. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge

6. You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which your last known address shall be deemed to have been served on you.
7. You will be entitled to an employer's contribution of Provident fund to an extent of 12% of your basic salary and applicable ESI contribution. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TMI shall not incur any liability with regards to any claims under the said applicable labour legislations.
8. In the event of the State/Central Government enacting any law conferring the same or similar benefits as extended to you under this letter, you would be entitled to such benefits which are more beneficial of the two, but not both. This shall be at the discretion of the management.

In case of serious concerns needing immediate attention, you may call any of the following TMI officials:

A. TMI corporate office number:040-6676 5328 / 9246847433.

9. Salaries will be paid only through bank transfer in your designated bank account.

Termination Of Services:

1. Absence for a continuous period of 3 working days without prior approval of your superior, can lead to your services being terminated without notice or explanation.
2. **Notice Period:** In case you wish to discontinue your services with TMI, you will be required to give a written notice of 30 days or salary in lieu of the same. In case TMI wishes to terminate your services, 30 days' notice of termination can be given without assigning any reason thereof. However in case of misconduct, misrepresentation, mental turpitude, and/or unapproved absence from duty etc. the company may terminate your services on 1-day notice.
3. No leaves can be availed during the notice period. Failure to complete the notice period will be considered as a gross misconduct and can lead to withholding your final settlement.
4. After resignation or notice of termination, you shall cooperate with the company, as reasonably requested by the company, to effect a transition of your responsibilities and ensure that the company is aware of all matters being handled by you.
5. Upon separation from the company for any reason, you shall promptly return to the company any mobile phones, SIM cards, demo infrastructure, keys, credit cards, passes, confidential documents or material, uniforms or other property belonging to the company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the company or its subsidiaries or affiliates should be returned to the designated authority for settlement of dues. The company reserves the right not to relieve you of your employment in the event that all the company's documents / property / Confidential Information in your custody or as stated earlier have not been properly handed over by you to an authorized representative of the company and take the acknowledgment and submit to TMI-HR.
6. If at any during the course of this contract if you are involve the following things :
 - A. Found guilty of fraud,

- B. Dishonest,
- C. Disobedience/ Disorderly behavior/negligence,
- D. Indiscipline,/ Absence from duty without permission
- E. Involving in any Theft
- F. Any illegal activities or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, Policies of the Client, your services are liable to be terminated without notice and any loss or damages incurred thus are liable to be recovered from you.

7. Full and Final settlements will be processed as per Exit Process. i.e., on receipt of Resignation acceptance from reporting manager and submission of No Dues Certificate from all stake holders. Notice Pay is recovered from his or her Settlement Amount

You will be governed by the rules, regulations, service conditions, employee hand-book, notices, circulars, instructions, practices and policies of the Company etc., which are in force at present and as may be amended / formulated / invoked / introduced by TMI from time to time as applicable on deputation to . It is understood that any or all the terms and conditions of your employment are subject to revision at any time at the sole discretion of the Management.

Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TM Inputs and Services Pvt. Ltd with the acceptance of your first salary from TM Inputs and Services Pvt. Ltd., will be conclusive proof of your acceptance in accordance of terms and conditions.

ENDORSEMENT

I, _____ have carefully read and understood the terms and conditions of my appointment as mentioned hereinabove, and I agree and undertake to abide by them.

For TM Inputs and Services PVT.LTD.

Accepted and Agreed

Rajiv Lal

(Authorized Signatory)

Signature and Date:

Salary Annexure

E code: TMIPIL0265

Particulars	Monthly	Annual
Basic	13845	166140
HRA	5538	66456
Bonus	832	9984
Monthly Gross Salary	20215	242580
Employer Deductions		
Provident Fund	1800	21600
ESI	960	11520
Total Employer Contributions	2760	33120
CTC (Cost to the Company)	22975	275700
Employee Deductions		
Provident Fund	1661	19932
ESIC	354	4248
Professional Tax	200	2400
Total Employee Deductions	2215	26580
Net Take Home	18000	216000
*Note: DA is per working day Rs.150/-, Mobile Allowance Rs.500 Per month		

Tax and statutory deductions as applicable

**Incentive as per policy, depending on performance and Company/Client may decide as from time to time

*** The bifurcation of your salary into various heads is at the sole discretion of the Management. The Management is further empowered to re-structure your salary at any time in future at its sole discretion

30 August 2022

To,
Omkar Kolhe
Sri Sai Samartha, Gadekar chawk,
Nirmal Nagar, Savedi,
Ahmednagar.

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear **Omkar**,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "**Research Analyst**".

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable and rewarding career choice. SG Analytics is a fast growing Research & Analytics service provider company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Omkar, we sincerely welcome you and look forward to working with you.

Best Regards,
For **SG ANALYTICS PVT LTD**



Dr. KIRAN BALA
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

TERMS OF OFFER

The purpose of this letter is to outline the compensation, roles and responsibilities and other aspects of the offer being made to Omkar Kolhe

Position & Joining Date

- Your title will be **“Research Analyst”**
- You will report to the Senior Project Manager
- You will be based at our office located in Pune, India. You may be required to travel based on business needs
- Your date of joining will be 01 September 2022
- The terms of your offer will be subject to the positive feedback of your reference check made by SG Analytics

Responsibilities

Detailed KRA's would be shared with you post your joining. In a dynamic organization like SG Analytics, you will also be assigned other responsibilities on an “as-needed” basis to assist in the growth of the company

Compensation

- Your total gross fixed salary will be **Rs. 410,000 /- (Rupees Four Lakhs Ten Thousand Only Per Annum)**. Please refer to Annexure below for breakup
- Your fixed salary shall be paid monthly

Notice Period

- You will be on probation period for 6 months
- Omkar Kolhe will have to work with SG Analytics for a minimum period of 12 Months from the date of joining
- You need to sign the Minimum Service Period Agreement for the same (Refer to the document appended below)
- Post 12 Months the termination notice shall be 60 days, applied mutually
- In case you do not observe this notice period, you will be required to pay SG Analytics the sum equivalent to 60 days of your fixed monthly salary in lieu of the notice period

Hours of Work

Your office time will depend upon the business unit /project that you would be aligned to. This would include at the minimum five days working in a week and productive hours not less than nine hours per day. You will, however, be expected to work whatever hours are necessary to fulfill your duties.

Appraisal cycle

Performance appraisals at SGA are carried out on an annual basis and your first appraisal will be in April 2023

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Annual Leave & Public Holidays

- You will be entitled to 21 days paid leave per year
- Apart from paid leaves there are 11 public holidays declared each year
- Your holiday schedule may be adjusted depending on the client/s you work with

Reference Documents

You will be required to provide documentation for all your past experience and qualification. Please send us a scanned copy of the following documents (whichever applicable).

- Last 2 months salary slip from current employer and 1 salary slip from your previous employer
- Education certificates including graduation, masters and other certificate courses
- Two references of which one should be from your current employer and one from previous employer. We will contact them only after your permission. Your offer is subject to satisfactory discussions with your references

Professional Commitments

You will be required to sign a detailed "Statement of Terms of Employment" which includes confidentiality agreement with SG Analytics on your first day at SG Analytics. Please indicate your acceptance of the above mentioned terms and conditions by signing this letter and returning it to our H.R. Department at the earliest. Once the offer is accepted and submitted to us by you in terms hereto, you will be liable to pay for the damages if any, and indemnify SG Analytics for any losses if you fail to join us on the date of joining mentioned hereinabove.

Best Regards,
For **SG ANALYTICS PVT LTD**



Dr. KIRAN BALA
Chief People Officer

I, **Omkar Kolhe**, accept the terms and conditions of employment as stated above. I will be joining SG Analytics latest by **01 September 2022**.

I hereby authorize SG Analytics Pvt. Ltd to proceed with my background screening/ reference check.

Signature: _____

Date: _____

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Bond Details

Minimum Service Period Agreement

Omkar Kolhe agrees and admits that the company has incurred expenses and cost in the process of recruitment, such expenses being in the nature of advertisements, implementation of selection procedures, interviews, travel, etc. Omkar is aware that in the event of his/her not completing the Minimum Service Period**, the company would, without option, be constrained once again to incur, similar expenses, which would be a direct result of his/her leaving the Company prematurely. Omkar further accepts, agrees and admits that the nature, quality, intensity and content of training to be imparted by the Company will be very specific to the nature of work. The Training program is designed to satisfy the exclusive requirements of the company. Omkar admits and recognizes that the technical and management training involves substantial training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities. During this period hands on various special training would be provided through on the job training, in which he/she will learn while he/she works, which involves time and energy of the supervisors which could otherwise be used in some deliverables. Omkar, therefore, agrees that in the event of his/her leaving the Company before completion of the Minimum Service Agreement Period** with the Company for any reason whatsoever, he/she shall be liable to pay the Company compensation / damages calculated as follows and / or reimburse all costs and expenses incurred in or connected with the training:

If Omkar leaves the company in the 1st year for any reason whatsoever, he/she shall be liable to pay 40% of his/her Annual CTC over and above the notice period you are required to serve at SGA.

** Minimum Service Agreement Period would be 12 months from the date of joining.

I, Omkar Kolhe, accept the above-mentioned terms and conditions.

Employee Name:

Date:

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Annexure

CTC Breakup:

S No	Heads/Salary PA	Per Annum	Per Month
1	Basic	143,500	11,958
2	HRA	71,750	5,979
3	Employer contribution to PF	17,220	1,435
4	Gratuity	6,899	575
5	Grade Allowance*	170,631	14,219
	Total	410,000	34,167

*Grade Allowance includes other optional flexi benefit plans as per company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383830276

Applicant ID - 3680942

13-May-2019

Nitesh Suhas Kudtarkar

Dear Nitesh,

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,

Vikash Sharma

ICICI Bank Limited
ICICI Bank Towers
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PRIVATE AND CONFIDENTIAL

Reference No. - 1383830276

Applicant ID - 3680942

13-May-2019

Nitesh Suhas Kudtarkar

Dear Nitesh,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at PUNE - NAVIPETH_BR.

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 29-May-2019.
- 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.

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: 2 :

Reference No. - 1383830276

Nitesh Suhas Kudtarkar

- **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.

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: 3 :

Reference No. - 1383830276

Nitesh Suhas Kudtarkar

- 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.

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 Vadodara 390 007, India.



: 4:

Reference No. - 1383830276

Nitesh Suhas Kudtarkar

• **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,

JAISEE MEHTA
CHIEF MANAGER

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.05.13 10:54:47 +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.



: 5 :

Reference No. - 1383830276

Nitesh Suhas Kudtarkar

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.

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

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



:6:

Reference No. - 1383830276

Nitesh Suhas Kudtarkar

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 JAISEE SUNIL
MEHTA
Date: 2019.05.13 10:54:47 +05:30
Reason: Offer Letter
Location: Mumbai

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.



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/XIth/ 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.

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

Tel.: (91-22) 2653 1414
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Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.



Remuneration Details

Name : Nitesh Suhas Kudtarkar

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	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 : 13-May-2019

Digitally signed by JAISEE SUNIL MEHTA

Date: 2019.05.13 10:54:47 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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Vadodara 390 007, India.

PRIVATE & CONFIDENTIAL

OFFER LETTER26th April 2019

Dear Akash Kukreja,

NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as "Senior Sales Executive" based out of Navi Mumbai.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business

COMPENSATION & BENEFITS

You are entitled to a compensation of INR 5,09,620/- per annum. The details of your compensation structure and other benefits are outlined in Annexure.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum. For medical leave, any leave more than 3 days would require doctor's certificate. Vacation leave can be carry forwarded to max of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



PRIVATE & CONFIDENTIAL TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give two (2) months' notice or two (2) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period. Your probation period will be six (6) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving one (1) months' notice or salary in lieu of such notice.

The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limiting to laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

- A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause, and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicit business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;
- B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or
- C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

PRIVATE & CONFIDENTIAL

- D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise;
- E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period ("Existing Employee") to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;
- F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment;
- G. approach, recruit or otherwise solicit Existing Employees to work for any other employer;
- H. persuade any Person which is a vendor / consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.
- I. The covenants in this Clause and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.
- J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable Law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.
- K. Nothing herein contained shall affect the Employee's non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group, or after termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.

- A. Without prejudice to the generality of the foregoing, the Employee shall:
- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
 - b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
 - c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

PRIVATE & CONFIDENTIAL

- B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by Law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.
- C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.
- D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.
- E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.
- F. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

Your date of Joining is 15th May 2019.

We look forward for your acceptance of this offer to begin your most exiting journey ahead.

Best Regards,
On behalf of NoBroker Technologies Solutions Pvt. Ltd.
Amit Kumar,
Director

Acceptance:

I, Akash Kukreja, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____

A.M. Kukreja

Date: 26/04/19

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ANNEXURE

Fig. in INR

Components	Monthly	Annual
Salary (A)		
Basic	16,667	2,00,000
HRA	6,667	80,000
Special Allowance	8,200	98,400
Employer PF	1,800	21,600
Gross Salary (A)	33,333	4,00,000
Performance Bonus (B)	8,333	1,00,000
Gratuity (C)**		9,620
CTC (A+B+C)		5,09,620

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of minimum of five years of employment with the Company.



Date: 08th June 2019

Name: Anuradha

Anil Kulkarni,

Address: Ganesh Nagar,

Satara, Shanivar peth,

Maharashtra- 415001

Subject: Employment Offer

Dear Anuradha,

We are delighted to make you an offer with our organization for the position of **Associate**.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
 - As discussed and agreed with you, your annual cost-to-company (CTC) would be **Rs. Two Lakh Sixty-Two Thousand One Hundred and Sixty Four Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay program subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay program will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining



- As discussed with you, your date of joining will be **08th june 2019**. This offer of employment will lapse in case you are unable to join on the above mentioned date.



- This offer is valid, subject to:
 - All information provided by you, during your discussions with our company representatives being accurate.
 - Satisfactory reference checks.
 - Satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd”.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.

I have read, understood and agree with the terms and conditions outlined above and I accept employment with “METRO Global Business Services Pvt. Ltd”.

Signature

Date



Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

On joining you will also be required to furnish the following:

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



Annexure 2

Compensation Structure

Anuradha Kulkarni

Components	Annual
Basic	84,000
HRA	29,400
Special Allowance	68,184
Fixed bonus	30,168
Total Fixed Compensation	2,11,752
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
Total CTC	2,62,164

Note:-** INR 24,000 per annum Transport Allowance over and above the above CTC (Applicable only to employees not availing company transport facility.)



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

Offer Mail - Coherent Market Insights

Nita Deshmukh <nita@coherentmarketinsights.com>

11 March 2019 at 15:37

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>, Priyanka Karande <karandepriyanka@sinhgad.edu>

Dear Priyanka,

Good Afternoon!

Trust you to be doing well.

Thank you so much for the support that you have provided during the placement process.

We have shortlisted Niranjana . Kumbhar for the Business Development Executive Profile.

His date of Joining is March 13th 2019, 11:00 AM

Mentioned below are the details of the placement offer.

Details of Salary	Monthly	Annual
BASIC	10,000.00	120,000.00
HRA	4,000.00	48,000.00
CONVEYANCE	1,800.00	21,600.00
MEDICAL REIMBURSEMENT	1,250.00	15,000.00
SPECIAL ALLOWANCE	5,550.00	66,600.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
ANNUAL PERFORMANCE VARIABLE	-	20,000.00
RETENTION BONUS	-	100,000.00
GROSS AMOUNT	22,600.00	391,200.00
PROVIDEND FUND Employers Co.	1,200.00	14,400.00
PROVIDEND FUND Employee	1,200.00	14,400.00

<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1627703326935065645&simpl=msg-f:1627703326935065645> 1/6

CTC	25,000.00	420,000.00

Note:

- Your CTC would be entitled for all the statutory taxes, PF and professional deductions.

Terms & Conditions –

- By accepting this offer, you confirm that you would join Coherent Market Insights as per the given date and submit all the professionally required documents.
- By accepting this offer, you confirm that, you would maintain the confidentiality of all the information that you might have acquired during the process.
- You confirm that all the information provided by you during the interview process is true. Company would be opting for a background verification process in which if any information submitted by you is found false than company reserves all the rights to terminate the offer.
- Your Candidature is entitled to a service tenure of 12 months (1 year) from the date of joining. This includes your probation period but excludes your notice period.

We request your revert to this email accepting the same by 10:00 AM March 12, 2019 for this position to considered to be closed, with your candidature . We look forward to having you as part of our ever-growing CMI family and are optimistic about you being a valuable addition to it.

We request you to confirm for this opportunity as your final decision , candidature accepting the offer mail and defaulting to be part of the organization would be blacklisted from the Industry employment list.

In case of any queries you may have regarding anything pertaining to the role, do drop in an email at nita@coherentmarketinsights.com

Thanks & Regards,

COHERENT
MARKET INSIGHTS

Website: www.coherentmarketinsights.com

Nita Deshmukh | Executive HR

Human Resource

Mobile: 8600909761

E-mail: nita@coherentmarketinsights.com

From: Director CPC Placement [<mailto:directorcpc.placement@sinhgad.edu>]

Sent: Thursday, March 07, 2019 5:59 PM

To: Nita Deshmukh <nita@coherentmarketinsights.com>

Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>

Subject: Re: Interview Invite- Coherent Market Insights

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 25, 2019

Private & Confidential**Varsha Subhash Latpate**

**At post bavdhan,tal wai
satara,
Maharashtra,
India - 412804**

Document ID – bec4e204-9be7-1287-b866-68472dc8623b**Dear Varsha ,**

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited (“SSHS” or “HCLTech” or “Company”)** as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ- Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter’s email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- **Probation** - You will be on probation for a period of 6 months from the date of your joining. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Performance and Compensation Reviews** - Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Your annual performance appraisal and compensation review will be initiated on completion of your anniversary (12 months from date of joining HCLTech) and subsequently compensation review will be aligned and effected from the first day of the subsequent quarter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function**
- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- Employment of Relatives-** At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCLTech or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

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- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

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- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

State Street HCL Services

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- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services

Amrita Das
DEBASIS SARKAR
SENIOR VICE PRESIDENT

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

7

SIGNATURE OF EMPLOYEE

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DECLARATION

I, Varsha Subhash Latpate., hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCLTech will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

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Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCLTech

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official’s (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer’s active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)

S. No	Document Name
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1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCLTech onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCLTech will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCLTech Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCLTech Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCLTech Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

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Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCLTech Cafeterias or food joints outside HCLTech campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

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- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCLTech's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCLTech contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

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As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

ANNEXURE IV

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

State Street HCL Services

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Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as “**Prior Inventions**”), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as “**Inventions**”), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are

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Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

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protectable by copyright are “works made for hire”, as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company’s expense, in every proper way to secure the Company’s rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company’s actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws

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of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, “Similar Services” means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the
- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

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The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

7. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

8. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

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9. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
10. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
11. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Varsha Subhash Latpate

July 25, 2019

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

State Street HCL Services

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Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of

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taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCLTech reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

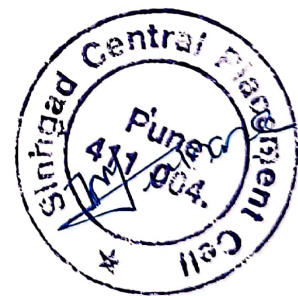
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
1	Ajay Namdeo Ade	Marketing	MBA	61
2	Akshay Ramesh Maldhure	Operations	MBA	66%
3	AMIT ABHIMANYU MATE	MARKETING	MBA	65%
4	ASHISH RAJENDRA MANKAR	MARKETING	MBA	61.12
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6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
7	Gorakh Vitthal Karad	Marketing	MBA	65
8	NAKUL SANDEEP NAHATKAR	Operations	MBA	65
9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
11	SACHIN VASANTHKUMAR NAIR	Operations	MBA	70
12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

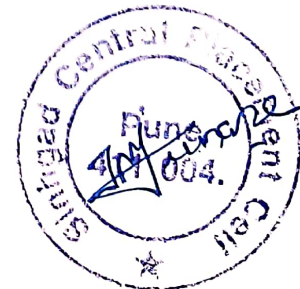
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai





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

Awaiting for Result

Mrunalini Yewale <mrunalini@dynproindia.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

16 January 2019 at 16:02

Hello Sir,

Below mention is the Final List of Selected Students. There DOJ starts from 3rd January 2019.

SR .NO	Candidate Name	Status
1	Yashashri Sirsat	Joined
2	Namrata Markale	Joined
3	Priyanka Shinde	Joined
4	Shweta Patil	Joined
5	Prerana Patil	Joined

Mrunalini,

Sr.Executive-Talent Acquisition

DynPro India Private Limited

Phone : +91 20 67006208

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

Sent: 16 January 2019 10:55

To: Mrunalini Yewale <mrunalini@dynproindia.com>

Subject: Re: Awaiting for Result





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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
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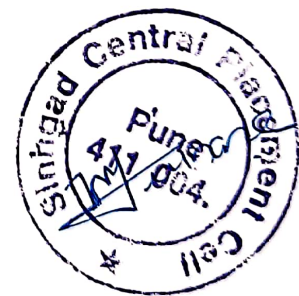
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As decided, we are offering annual CTC i.e. 2,50,000/-@.

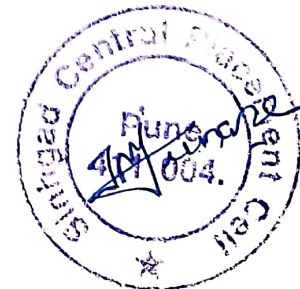
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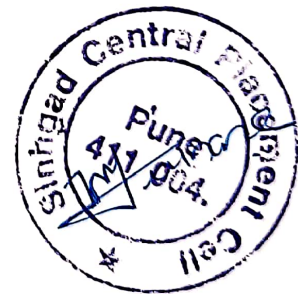
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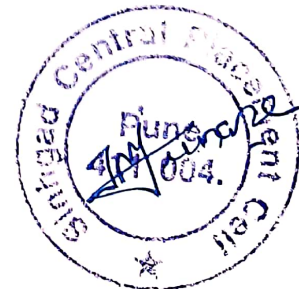
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Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai



1/15/24, 2:51 PM

Sinhgad Technical Education Society Mail - Awaiting for Result



Sinhgad Institutes

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

Awaiting for Result

Priya Jacob <priyajacob@nandedcitypune.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

8 July 2019 at 12:18

Dear Dr. Minase,

First and foremost it was a pleasure speaking to your students regarding their aspirations for their future. They are all very enthusiastic about learning things and based on these discussions we have decided to make them a part of our organisation. The first batch that we have selected consists of 23 students. So congratulations to you Sir and your team for nurturing them and making them so confident.

As discussed telephonically today, please find attached herewith a list of 23 students shortlisted by us for recruitment. We have spoken to all of them and upon their agreeing to join us as a part of our team we have prepared appointment letters which we would like to issue them either today or tomorrow.

It would be great if you could ask them to come and collect their appointment letter as per days mentioned as we would like to start their training from 10th July 2019.

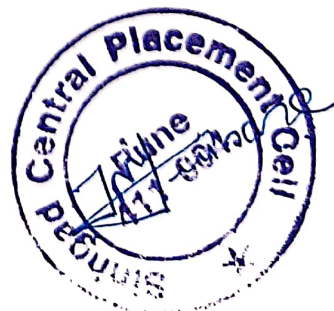
Kind Regards,

Priya Jacob
Business Head - Marketing

Disclaimer:

This email is for the use of the intended recipient(s) only. If you have received this email in error, please notify the sender immediately and then delete it. If you are not the intended recipient, you must not keep, use, disclose, copy or distribute this email without the author's prior permission. We have taken precautions to minimize the risk of transmitting software viruses, but we advise you to carry out your own virus checks on any attachment to this message. We cannot accept liability for any loss or damage caused by software viruses. The information contained in this communication may be confidential. Nanded City Development & Construction Co. Ltd., will not accept any liabilities at law in equity or whatsoever for any decision made or influenced as a result of this correspondence.

[Quoted text hidden]



1	Atul Bihishan Tanvar	Varanasi Soc, Gokul Nagar, Warje, Datta Villa Flat No. 7, Pune	9561479366	Financial Executive
2	Chetan Balaji Tekale	Flat No. 101, Charwad Nagar, Vadgaon Bk, Pune	7721098909	Financial Executive
3	Karan Arun Suryavanshi	Room No. 4, Samrath Boys Hostel Yeole Wadi, Kondwa Bk, Pune	9970525455	Financial Executive
4	Mrunal Tulsidas Yeolekar	Jijae Garden, Tapowan, Near Ram Mandir, Warje, Pune 411058	9730382558	Financial Executive
5	Riha Kiran Das	House No. 394, Bushi Dam, Lonavala, 410402	9049914288	Financial Executive
6	Pravin Deepak Kasat	A2-15, Near Reliance Mall, Erandawane, Pune-411004	9850641321	Financial Executive
7	Manasi Vivek Kakade	Society, 1, Bldg., No. 1/3 Durga Nagar, Behind Sahara Hotel, Pune 411004	9822795110	Financial Executive
8	Saurabh Pradeep Hivrekar	692/11, Sukhada So, Chaphikar Colony, Pune 411037	7798700003	Financial Executive
9	Shubham Satish Dabhade	Near Jain Mandir, Gavthan Lonavala	9823561515	Marketing Executive
10	Sonal Padmakar Borode	A-11, Near Vikas Mitra Mandal, Karvenagar, Pune 411052	7841872530	Marketing Executive
11	Nikhil Babu Mate	101, Shram Safalya Niwas, Khadakwasla, Nr. Mayur Mitra Mandal, Pune 411052	9762873575	Marketing Executive
12	Prajyot Pradeep Patil	Ingale Nagar, Near Ambedkar Chowk, Karvenagar Pune 411052	9595101006	Marketing Executive
13	Ashish Chandrakant Kadam	At Post Vadgaon, Tal Karad, Dist. Satara 415109	9890139003	Marketing Executive
14	Rohit Gopinath Darade	randure Soc, Flat No. 208, Bhumkar Bridge, Narhe Gaon, Pune 411041	8390211114	Marketing Executive
15	Abhijit Babasaheb Godse	Datta Vihar Soc., Vadgaon Bk., Pune 411041	8275465115	Marketing Executive
16	Shishir Diliprao Dhokane	216 Ward No-1 At Post Poha Tal-Karanja	9623143435	Marketing Executive
17	Mahesh Manikrao Borde	Chaya Boys Hostel, Room No. 17, Near Sibar Kondwa Branch, Pune 411046	9049687369	Marketing Executive
18	Mohasin Mahevuv Sayyad	5th floor Sphruti Aagan Building Near Gold Gym Ambegoan 411046	9850577182	Financial Executive
19	Maqsood Ahmed SK Moosa	Quresh Nagar Shukat Ali Chowk Akot Dist Akola Pin-444101	9175843210	Marketing Executive
20	Rashmi Salunkhe	At Budhgaon, Tal Chopda Dist Jalgaon Maharashtra	9373617378	Marketing Executive
21	Shubham Jagtap	NA	8379947278	Marketing Executive
22	Shivani Sunil Mogare	Parvati Niwas, Ganpati Nagar Part 1, Malkapur Dist. Buldhana	8766763050	Financial Executive
23	Krishna Babaji Palwe	Chaitanya Nagari, Warje	8149656613	Marketing Executive
24	Aishwarya Vinay Deshmukh	C-2, 15, Dnyanganga Apts, Tukai Nagar, Vadgaon Bk, Pune 411041	9922673848	Marketing Executive



Offer Letter

Kshitij Panchawagh <hrm@goelganga.in>

2 April 2019 at 15:1

To: moni.mehta17@gmail.com

Cc: Director CPC Placement <directorcpc.placement@sinhgad.edu>, Sheetal Jadhav - Gaikwad <sheetaljadhav0607@sinhgad.edu>, Purnima Gadekar <hre@goelganga.in>

Dear Ms. Monika,

This is with reference to your application and your subsequent interview you had with us, we are pleased to appoint you as "Pre-Sales Intern" with effect from **Thursday, 04th April 2019**.

You will be offered Gross salary of **Rs. 20,000/- (Rupees Twenty Thousand Only) Per Month**. All statutory deductions will be applicable as per standard norms.

You will be provided with job description and appointment letter separately on or after your joining date.

This offer is valid is **Thursday, 04th April 2019** and stands for cancellation if do not join on the date of joining.


You are expected to report at 10.00 am at Head Office on joining date with documents mentioned in "Annexure A".

Congratulations and best luck for your journey in Goel Ganga Development.

Please acknowledge & confirm the same

Thanks

Kshitij Panchawagh
Manager- HR
Contact No - 99750 34005
Goel Ganga Developments
Camp, Pune

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 **GOEL GANGA**
DEVELOPMENTS image003.png
10K



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

Awaiting for Result

Priya Jacob <priyajacob@nandedcitypune.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

8 July 2019 at 12:18

Dear Dr. Minase,

First and foremost it was a pleasure speaking to your students regarding their aspirations for their future. They are all very enthusiastic about learning things and based on these discussions we have decided to make them a part of our organisation. The first batch that we have selected consists of 23 students. So congratulations to you Sir and your team for nurturing them and making them so confident.

As discussed telephonically today, please find attached herewith a list of 23 students shortlisted by us for recruitment. We have spoken to all of them and upon their agreeing to join us as a part of our team we have prepared appointment letters which we would like to issue them either today or tomorrow.

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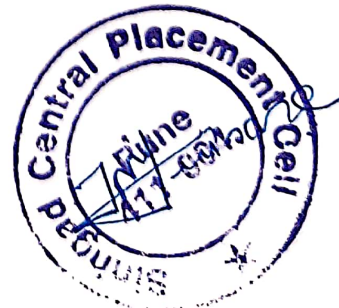
Kind Regards,

Priya Jacob
Business Head - Marketing

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Corporate Office

Paras Agro Complex Damle Chowk, Near Santoshi Mala Mandir,
Akola 444001 (India) Telefax : +91 724 2433717, 2431092, 2437817

CIN : U36912MH2012PTC232633

Date: 28th February 2019

Mr. Dhananjay Mokate
Pune

Subject: letter of offer of employment – Marketing Executive

Dear Dhananjay,

We are delighted to offer you the position of Marketing Executive with Our Organization, DLite Blocks Pvt Ltd.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

The following points outline the terms and conditions we are proposing.

Title: Marketing executive

Start date: 1st June 2019 (Probation)

Location: Ahmednagar, Beed, Osmanabad, Solapur region.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Ankush Patni
(Senior Marketing Head)
DLite Blocks Pvt Ltd



Plant Address : 'Paras Deep', Survey No. 276, Near New Deepnagar Power Plant, Gram : Pimprisekam 425305,
Ta : Bhusaval, Dist. Jalgaon (MS), Email : dliteblocks@gmail.com, Website : www.dliteblocks.com

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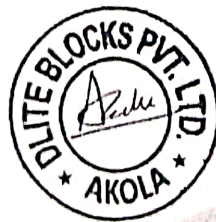
Corporate Office
Paras Agro Complex Damle Chowk, Near Santoshi Mata Mandir,
Akola 444001 (India) Teletax : +91 724 2433717, 2431092, 2437817

CIN : U36912MH2012PTC232633

CTC Structure			
SALARY DETAILS			
		Monthly	Yearly
Basic Salary			
HRA		7500	90000
Conveyance Allowance		1500	18000
Education		1000	12000
Medical Reimbursement		1000	12000
LTA		0	0
Other / Special allowance/s		0	0
Gross Salary		8255	99060
Deductions:-		19255	231060
PF 12%		900	10800
ESI 1%		193	2311
PT		200	2500
Net Salary		17962	215449
BENEFITS:-			
PF (Employer's Contribution)	13%	975	11700
ESI (Employer's Contribution)	4%	770	9242
Incentive will be given as per performance			0
			0
TOTAL COST TO COMPANY		21000	252002

Thanks and Regards,

Ankush Patni
(Senior Marketing Head)
M/s. DLITE BLOCKS Pvt Ltd



Ankush Patni

Plant Address : 'Paras Deep', Survey No. 276, Near New Deepnagar Power Plant, Gram : Pimprisekam 425305,
Ta : Bhusaval, Dist. Jalgaon (MS), Email : dliteblocks@gmail.com, Website : www.dliteblocks.com



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

Feed back

sagar k.c <ndcconsultant06@gmail.com>

8 April 2019 at 18:49

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

Cc: Pooja Aparajita <pooja.aparajita.simca@sinhgad.edu>, SIMCA Placement Cell <simcaplacement2004@gmail.com>, newdivideorganisation@gmail.com

A) Final Selected Candidates for joining on 15th April 2019 After today interview.

- 1) Aditi Bane : **Selected** but not sure about joining asking time we cannot wait more then 15 Th April.
- 2) Apeksha Nagawade : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April.
- 3) Komal Kamble : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April.
- 4) Payal Patil : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Anuja Kabra : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Sneha V Gholave : **Selected** will let us know tomorrow said by candidate kindly take the update about joining us on 15th April

Rejected candidate after final rounds.

- 1) Vaidehi Pathak : Rejected in final interview casual approach and distance issue.
- 2) Amruta Chavan : Rejected confused comm skill not up to the mark no decision maker confidence is v low
- 3) Sushmadevi Janekar : Not came for 2nd round.
- 4) Anuja Kabra : Selected will let us know tomorrow said by candidate kindly take the update about joining us on 15th April
- 5) Shubham Shejwal : unprofessional attitude towards interview making gossip with other candidates spoiling other candidates waiting after hr asked him to leave behavior issues causal attitude towards hr managers not stable mind set
- 6) Pooja Nanda : Not came for 2nd round.
- 7) Apeksha Kamalaskar : Not came for 2nd round

Kindly check the feedback and revert.

We have vacancy for more **13 candidates** in HR PROFILE send candidates

As we have received 22 candidates from your side you have send list of 56 candidates but only 22 came out of that 6 selected rest candidates send tomorrow.



<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1630252125920272905&simpl=msg-f:1630252125920272905> 1/2



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

RE: FINAL OFFERS: Edelweiss

Nandini Pai <Nandini.Pai@edelweissfin.com>

14 July 2019 at 12:11

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

Cc: Sheetal Deshmukh <Sheetal.Deshmukh@edelweissfin.com>, Nikita Pujari <Nikita.Pujari@edelweissfin.com>, Anchal Kohli <Anchal.Kohli@edelweissfin.com>

Dear Jayesh,

We are pleased to offer the role of 'Investment Advisor' to the below students from Sinhgad group of Institutes.

For non Pune locations, I have specified reporting location (for onboarding and initial training phase) and base location.

Student Name	Institute	Base Location	Reporting location
Pushkar Pramod Deodhar	Sinhgad Management Institute	Nashik	Nashik
Ms.Rukmini Punwatkar	Sinhgad Management Institute	Nagpur	Pune
Pratik Nagrare	SKNSSBM Pune	Nagpur	Pune

Request you to duly communicate the same to your students. We will reach out to them for joining formalities.

Regards,

Nandini

From: Nandini Pai - GWAM Corp**Sent:** Friday, July 12, 2019 4:33 PM**To:** 'Director CPC Placement' <directorcpc.placement@sinhgad.edu>**Subject:** FINAL INTERVIEW Schedule 13th July 2019

Dear Jayesh/ Sapna,

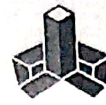
FINAL Interview: tomorrow 13th July 2019**Address:** Office No. 101 to 106 ,1st Floor,Siddharth TowerSr.No. 12, Hissa No. 3 BKothrud

11AM ONWARDS to meet Bimbsar Singh



<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1639014998327491951&simpl=msg-f:1639014998327491951> 1/3





Corporate Office
Paras Agro Complex Damle Chowk, Near Santoshi Mata Mandir,
Akola 444001 (India) Telefax : +91 724 2433717, 2431092, 2437817

CIN : U36912MH2012PTC232633

Date: 28th February 2019

Mr. Suraj Nalke
Pune

Subject: letter of offer of employment – Marketing Executive

Dear Suraj,

We are delighted to offer you the position of Marketing Executive with Our Organization, Dlite Blocks Pvt Ltd.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

The following points outline the terms and conditions we are proposing.

Title: Marketing executive

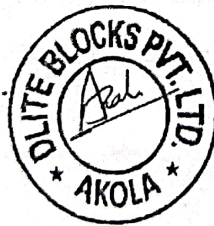
Start date: 1st June 2019 (Probation)

Location: Nagpur, Chandrapur, Wardha, Yavatmal region

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Ankush Patni
(Senior Marketing Head)
Dlite Blocks Pvt Ltd



Plant Address : 'Paras Deep', Survey No. 276, Near New Deepnagar Power Plant, Gram : Pimprisekam 425305,
Ta : Bhusaval, Dist. Jalgaon (MS), Email : dliteblocks@gmail.com, Website : www.dliteblocks.com

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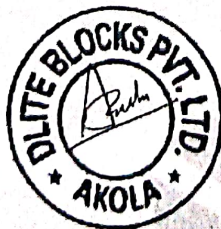
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CTC Structure			
SALARY DETAILS			
		Monthly	Yearly
Basic Salary			
HRA		7500	90000
Conveyance Allowance		1500	18000
Education		1000	12000
Medical Reimbursement		1000	12000
LTA		0	0
Other / Special allowance/s		0	0
Gross Salary		8255	99060
Deductions:-		19255	231060
PF 12%		900	10800
ESI 1%		193	2311
PT		200	2500
Net Salary		17962	215449
BENEFITS:-			
PF (Employer's Contribution)	13%	975	11700
ESI (Employer's Contribution)	4%	770	9242
Incentive will be given as per performance			0
			0
TOTAL COST TO COMPANY		21000	252002

Thanks and Regards,

Ankush Patni
(Senior Marketing Head)
M/s.Dlite Blocks Pvt LtdPlant Address : 'Paras Deep', Survey No. 276, Near New Deepnagar Power Plant, Gram : Pimprisekam 425305,
Ta : Bhusaval, Dist. Jalgaon (MS), Email : dliteblocks@gmail.com, Website : www.dliteblocks.com

**Bandhan Bank Limited**

Head Office: DN 32, Sector V, Salt Lake City, Kolkata 700 091 | CIN: U67190WB2014PLC204622
Phone: +91-33-6609 0909, 4045 6456 | Fax: 033 6609 0502 | Website: www.bandhanbank.com

PRIVATE AND CONFIDENTIAL**Ref. No.: BBL/HR/22457/2018-19****Date: 11/01/2019**

Ms. Tanvi Nanda
Flat no.-17/18,
Anmol Valley-1,
Tidke Nagar,
Nasik-422008.

LETTER OF APPOINTMENT

Dear Ms. Nanda,

With reference to your application and subsequent discussions with us, we are pleased to offer you employment with Bandhan Bank in the position of **Customer Relationship Officer (MT)** based at **Nashik Branch under Pune Cluster at Assistant Manager grade.**

You shall be required to join the Bank on or before **2-May-2019.**

The detailed terms and conditions of your employment are outlined in **Annexure I ("Terms of Employment")** and compensation details are mentioned in **Annexure II ("Compensation Details")**. You will also be governed by the policies, rules and regulations of the Company as may be modified from time to time.

Accordingly, please sign and return a copy of this letter of employment and the employee statement attached herewith indicating your formal acceptance of your employment with the Company on the terms contained herein. Please initial each page of this letter. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between the Company and you and the terms and conditions of this letter of employment shall govern your employment with the Company.

Kindly note that in case we do not receive your formal acceptance on or before **19-Jan-2019**, this letter of employment shall automatically be rescinded.

Yours sincerely,

For Bandhan Bank Limited,


Santanu Banerjee
Head – Human Resources

Accepted


ANNEXURE I

TERMS AND CONDITIONS OF EMPLOYMENT

1. Appointment

- 1.1 During the course of your employment, you will be governed by the Code of Conduct and Ethics, rules, regulations and other policies (together the "Company Policies") as enforced and as may be amended from time to time. The Bank reserves the right to vary the terms and conditions of service governing your appointment including your duties and responsibilities at any time.
- 1.2 With reference to the Campus Interview and subsequent selection, you will be required to report at our **Nashik – Pune Cluster**. You will be accountable for duties & responsibilities to the **Branch Head** or to any such person in Company as may be indicated to you from time to time. However, your services are transferable and you can be seconded or deputed by the Company to any of its operations or operations of its associate companies in India or abroad. The Company further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of the Company or as part of any restructuring or amalgamation or such other plan implemented by the Company or by which the Company is bound, on such terms and conditions as applicable to such plan.
- 1.3 Your employment / services will be summarily terminated from the organization in the event of your failure to submit successful completion of your MBA / PGDM **in a single attempt**, based on which you were recruited. You are requested to submit attested copies of all your degrees and professional qualification certificates at the time of joining. The MBA Certificate / degree documents have to be submitted by 30th September, 2019.

Further, your appointment is subject to you being found medically fit for service by a registered medical practitioner as mentioned in Point 13 of this letter.

Additionally, Bandhan Bank reserves the right to conduct a background verification / seek references from your current / previous employers. If any information, declaration provided by you, at the time of selection/ joining is later found to be false or untrue, or if any material information is suppressed and / or the background verification / reference checks received are not satisfactory, Bandhan Bank may terminate your services forthwith.

2. Probation & Confirmation

2.1 You will be on a probation period of **365 days (1 Year)** from the date of your joining at Bandhan Bank. During this period, your performance will be reviewed and if found satisfactory your employment will be confirmed on completion of this period, unless otherwise communicated by the Company. In the event the Company, at its sole discretion, extends the term of probation for such





Bandhan Bank

Bandhan Bank Limited

Head Office: EN-12, Sector V, Salt Lake City, Kolkata-700091. E-mail: hr@bandhanbank.com
Phone: +91-33-6629-0909-2706-2496 Fax: 03-6629-0170 Website: www.bandhanbank.com

period as it may deem fit, any such extension of probation shall be duly communicated to you in writing. Your performance will be continuously evaluated during such extended probationary period and if found satisfactory, your employment will be confirmed in writing on completion of this period.

3. Leave

3.1 You will be governed by Bandhan Bank's Leave Policy announced from time to time. However, you must obtain prior approval of the concerned reporting manager prior to availing privilege leave.

4. Termination

4.1 During the probationary period of 365 days (1 Year) including any extension, either party may terminate this appointment by giving 30 days prior notice in writing without assigning any reasons therefor. After confirmation, either party may terminate this appointment by giving 90 days' notice in writing to the other party without assigning any reasons thereof. Your resignation shall not automatically be assumed to be accepted from the date of its communication to the Company and will be subject to the fulfillment of notice period, proper handover of charge to your successor to the satisfaction of the Company and any other conditions as may be communicated to you in writing.

The Company reserves the right not to accept the payment in lieu of the notice and at its sole discretion may enforce the complete or part of the notice period to effectuate a proper handover of charge to the sole satisfaction of the Company.

In the event termination is initiated by you, the Company may, at its sole discretion, relieve you from such date as it may deem fit, even before the expiration of the notice period. Under these circumstances, the Company will ordinarily pay you compensation for the unexpired period of the notice period. The Company at its discretion reserves the right to withhold compensation, without incurring any liability should there be a material breach of your duties or obligations, or gross indiscipline or misconduct in this period.

4.2 The Company may terminate your services immediately without any compensation or notice thereof, if you are in material breach of your duties or obligations, or commit breach of trust or gross indiscipline or misconduct or commit breach of any applicable law or of the Company Policies and Code of Conduct and Ethics or any of the terms and conditions set forth herein. Such material breach would include your failure to comply with or committing breach of the provisions contained in this appointment letter, gross misconduct, financial irregularities, breach of confidentiality, any act involving moral turpitude, including conviction in any criminal case during your present or previous employment, breach of any applicable law or regulation, breach of the Company's Code of Conduct and Ethics, refusal to carry out reasonable instructions and the like. The said right of the Company is without prejudice to its rights in law or equity to initiate other legal action as it deems fit to protect its interests.





- 4.3 In the event of your continuous absence for a period exceeding 15 days, without formal request or permission from the management for the same, you shall be deemed to have left and relinquished your service. The contract of service shall come to an end when the employee abandons his/ her job.
- 4.4 Subject to earlier termination of this engagement, you shall retire on the last day of the month in which you attain the age of 60 years.
- 4.5 Upon severance of your employment with the Company, it is agreed that any assets and amounts due to the Company by you shall be held in trust by you for and on behalf of the Company and subject to the provisions of this agreement, the Company commits itself to hold all amounts due to you in trust for you and on your behalf. The Company shall have the right to retain any amounts otherwise payable to you to satisfy any of your obligations as a result of any breach of this agreement.
- 4.6 The Company may proceed against you to seek injunction in an appropriate court of law against your working in any other company/firm/business before you are relieved from the Company. In addition to any other remedies which the Company may have at law or in equity, you agree that the Company shall have the right to have all provisions of this agreement specifically performed including the post-employment restrictions stipulated in clauses 5 and 6.
- 4.7 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. Your obligations set forth in paragraphs 5, 6 and 7 survive expiration or termination of your employment contract with the Company.

5. Confidentiality & Employment Policy

- 5.1 In the course of your assignment with the Company, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, trade secrets, design, technology, ideas, know-how, processes, formulas, compositions, data, techniques, improvements, inventions, work of authorship, business and product development plans, and other information concerning the Company's actual or anticipated business, research, and development or that is received by the Company, which is confidential or proprietary to Company or it's subsidiaries or affiliates, it's customers, subcontractors or any other person or company having any kind of association or relationship with Company, and / or it's affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your



work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

- 5.2 You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and shall not disclose or divulge any such Confidential Information to third parties or make use of such information for your own benefit or otherwise howsoever.
- 5.3 You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.
- 5.4 Upon expiry or termination of your employment with Company, you will return and surrender to Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Company or its affiliates or customers may require in this regard, from time to time.

6. Disclosure of Information

- 6.1 You shall not, except in the course of your duties or unless ordered to do so by a court of competent jurisdiction, either during or anytime after your employment with us, use or disclose to any person, firm or corporation any information relating to the organization, its business, clients or trade secrets which have come into your possession in the course of your employment with us including public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Company or it's subsidiaries or affiliates, customers, sub-contractors or any other person or company having any kind of association or relationship with Company and/or its subsidiaries or affiliates, except with prior written approval.

7. Intellectual Property Rights

- 7.1 All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Company and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Company, during or after the term of this engagement, you shall assign and transfer in favor of Company or, at the request of Company, in favor of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Company may require, to effectually vest in Company, any of its subsidiary, affiliate or customers as 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 properties or rights of any other persons.

8. Compensation

8.1 Your gross annual compensation will be the aggregate of Total Fixed Pay & Benefits as set forth in the **Annexure II ("Compensation")** and will be subject to deduction of tax at source. Your Compensation will be reviewed periodically as per the Company compensation review cycle. The Company assumes no responsibility for your personal tax affairs, and your tax liability in respect of your Compensation is entirely your responsibility. Provided however, Company may from time to time, withhold any tax as may be required by applicable law. It is a condition of your employment that you will abide by the Company's Policies of maintaining strict confidentiality of the compensation you receive from the Company.

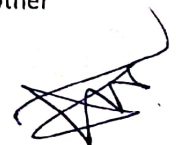
8.2 It is however clarified that the Benefits as set forth in the Annexure are provided on a voluntary basis by the Company in accordance with the Company Policy in force at present, and hence are liable to (i) change from time to time; or (ii) be withdrawn any time. During the term of your employment with Company, you will be subject to all such applicable rules and regulations in accordance with the Company Policy as may be in force from time to time.

9. Learning & Development

9.1 During the course of your employment with the Company, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. Company will bear the costs and expenses in relation to such programs. However, you will be required to be in the employment of Company for a minimum specified period after such programs, failing which you will be required to reimburse such costs and expenses incurred by the Company in relation to such programs. Regarding the aforesaid, the Company reserves the right to ask you to sign an agreement/bond associated with the training/assignment. In the event of any breach of the conditions associated with the bond the Company will invoke the appropriate penalty clauses and you will be liable to pay the damages as provided in the said agreement/bond. Your refusal to undergo such programs on such terms would be considered as a material breach of the terms of employment and in such case, Company shall have the right to terminate this engagement, by giving you notice as referred to in clause 4 above, without being under obligation to make any payments to you.

10. Avoidance of Conflict of Interest

10.1 You agree that you shall perform your duties, as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of Company, you shall (a) use your best endeavor to defend and promote the business interests of Company; (b) devote your full time, attention and efforts to serve Company; and (c) whether by yourself, your employees, agents, or otherwise, and whether on your own behalf or for any other





person, or entity in India or elsewhere, not directly or indirectly engage, practice of any business, profession or vocation, including any activity, which competes with activities of the Company or conflicts with your position in the Company. You confirm that as on the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with the Company is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or vocation, without prior written consent of the Company, which consent may be granted at Company's sole discretion.

11. Should any provision of this Letter be held invalid or unenforceable, such invalidity will not invalidate the whole of this Letter and the remainder of this Agreement will remain in full force.
12. In the event of any dispute or claim arising under this Agreement or in connection with the conditions of employment on a contractual basis under this Agreement, such dispute or claim shall be referred to arbitration in pursuance of the Arbitration and Conciliation Act, 1996. The Company shall in the event of any such dispute or difference, have the right to nominate an Arbitrator as the sole Arbitrator to adjudicate upon the dispute/difference. Parties also agree to submit themselves to the exclusive territorial jurisdiction of courts at Kolkata. The arbitration proceedings shall be conducted in English Language. The fees of the Arbitrator shall be paid equally, in the first instance, by both parties, subject to the final adjudication of costs by the Arbitrator at the time of passing the award.

13. Health Check-up

You shall be required to produce a medical fitness certificate at the time of your joining. You have to get stipulated tests done, at your own expense and obtain a registered medical practitioner's certificate and submit the same to your reporting manager.

A duplicate copy of this letter is enclosed herewith, which may please be signed and returned to us in acceptance of the terms and conditions mentioned above.

For Bandhan Bank Limited


Santanu Banerjee
Head – Human Resources

Agreed and Accepted: TANVI NANDA
(Candidate Name)


(Candidate Signature)

ANNEXURE II – Compensation Details

Confidential

Candidate Name: Tanvi Nanda

Grade: Assistant Manager

Position Name: Customer Relationship Officer (MT)

Location: Nashik – Pune Cluster

Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic Salary	₹ 10,920	₹ 1,31,044
HRA	₹ 5,460	₹ 65,522
Special Allowance	₹ 10,770	₹ 1,29,246
Medical Allowance	₹ 1,250	₹ 15,000
Conveyance Allowance	₹ 1,600	₹ 19,200
Statutory Bonus	₹ 1,000	₹ 12,000
Child Education Allowance	₹ 200	₹ 2,400
Gross Salary	₹ 31,201	₹ 3,74,412
PF(Employer Contribution)	₹ 1,436	₹ 17,232
Gratuity	₹ 525	₹ 6,303
Insurance Valuation - AM / DM	₹ 171	₹ 2,052
Cost to Company(CTC)	₹ 33,333	₹ 4,00,000

Payable as per the Payments of Gratuity Act.

Confidentiality:

Matter of your compensation is confidential information of the Bank and should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purpose. Any breach of this confidentiality obligations will be considered as breach of fidelity and secrecy clause under your terms of appointment.



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

Awaiting for Result

Decision Databases <admin@decisiondatabases.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

15 November 2018 at 13:44

Hello,

We have selected these three candidates -

Harshwardha
Aysuhi D
Mrunal.
[Quoted text hidden]





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

Sinhgad Management Institutes List - Manyatech India

VIDHI LOKHANDE <vidhi.manyatech@gmail.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Rajiv Ranjan <rajiv.ranjan@manyatech.net>

8 April 2019 at 14:39

Dear Madam

Greetings From Manyatech India!

This is with the ref from telephonic conversation we would like to inform that the Placement interviews as per the date and time is done. we have selected one of your student. The joining date is on 1st June 2019. Please revert back with confirmation mail from your student as well as fr placement cell.

The selected student name as follows:

1) NITHRUDKAR MANOJ RAMCHANDRA

If any query fell free to contact us.

Regards,
Vidhi
(CRM)
Mob No:7028045887

[Quoted text hidden]



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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 23, 2019

Private & Confidential

Amol Pandhawale.

Near amba mata mandir tirnga chauk.

Pune,

Maharashtra,

India - 411043

Document ID – bcc4e104-9be7-5607-b866-95472dc8623d

Dear Amol ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited (“SSHS” or “HCLTech” or “Company”)** as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ- Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter’s email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

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- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- **Probation** - You will be on probation for a period of 6 months from the date of your joining. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.

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- Performance and Compensation Reviews** - Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Your annual performance appraisal and compensation review will be initiated on completion of your anniversary (12 months from date of joining HCLTech) and subsequently compensation review will be aligned and effected from the first day of the subsequent quarter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function**
- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- Employment of Relatives-** At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCLTech or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

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- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

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- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

State Street HCL Services

Statestreet HCL Services (India) Private Limited

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- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services

Amrita Das
DEBASIS SARKAR
SENIOR VICE PRESIDENT

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

7

SIGNATURE OF EMPLOYEE

CIN : U72900DL2012FTC229698

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DECLARATION

I, Amol Pandhawale., hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCLTech will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

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Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCLTech

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
Things to Remember	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP). Any Gap in Employment or Education must be informed explicitly to the recruiter. 	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)

S. No	Document Name
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1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCLTech onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCLTech will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCLTech Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCLTech Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCLTech Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

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Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCLTech Cafeterias or food joints outside HCLTech campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

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- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCLTech's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCLTech contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

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As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

ANNEXURE IV

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

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Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as “**Prior Inventions**”), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as “**Inventions**”), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are

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protectable by copyright are “works made for hire”, as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company’s expense, in every proper way to secure the Company’s rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company’s actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws

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of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the
- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

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The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

7. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

8. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

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9. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
10. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
11. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Amol Pandhawale

July 23, 2019

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCLTech reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

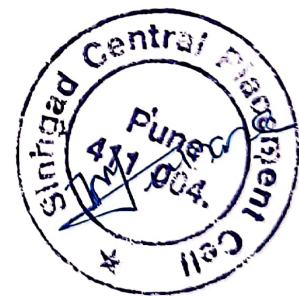
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
1	Ajay Namdeo Ade	Marketing	MBA	61
2	Akshay Ramesh Maldhure	Operations	MBA	66%
3	AMIT ABHIMANYU MATE	MARKETING	MBA	65%
4	ASHISH RAJENDRA MANKAR	MARKETING	MBA	61.12
5	ASHISH YOGESHWAR DAHAKE	Marketing	MBA	65
6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
7	Gorakh Vitthal Karad	Marketing	MBA	65
8	NAKUL SANDEEP NAHATKAR	Operations	MBA	65
9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
11	SACHIN VASANTHKUMAR NAIR	Operations	MBA	70
12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

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Other divisions



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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

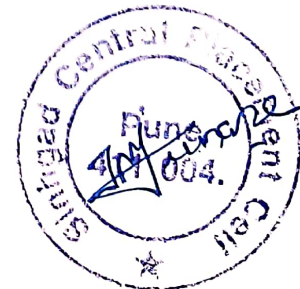
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai





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

Status - Ishan Paranjpe

Vyas, Helly (Citco) <HeVyas@citco.com>

6 May 2019 at 16:45

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

Cc: "Bangal, Deepak (Citco)" <DBangal@citco.com>, "Majila, Piyush (Citco)" <PMajila@citco.com>

Hi Team,

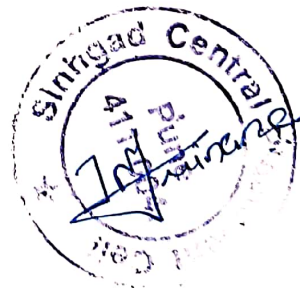
Ishan Paranjpe is a final select. He would receive a mail for documentation shortly.

Regards,

Helly

[Quoted text hidden]

[Quoted text hidden]





June 4, 2019

Chinmay Suresh Patil

19000HQD

Ref No:

Dear Chinmay,

We are pleased to make an offer to you as "**Senior Officer**" within **Retail Bank–Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **November 11, 2019** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 340,000** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the signed **AUTHORIZATION / UNDERTAKING / DECLARATION FORM.**

You are requested to within ten (10) working days of the date of this letter ("Letter of Intent").

A. Complete the following joining formalities on the authorized online portal of IDFC FIRST Bank and submit the documents as required by the Bank, including,

- i) Certificates in support of your highest educational and/or professional qualifications,
- ii) Proof of date of birth,
- iii) Certificates in support of your previous employments,
- iv) Your recent passport size photograph,
- v) Copy of your resignation duly accepted by your current employer.

B. Acknowledge the receipt of this Letter of Intent by responding with your consent.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,
Human Resources

Annexure "A"

COMPENSATION DETAILS

Employee Name	Chinmay Suresh Patil
Designation	Sales Officer-CA
Grade	Senior Officer
Business Unit	Retail Bank-Retail Liabilities
Location	Pune

Components	Per month (in Rs.)	Per annum (in Rs.)
Basic	5,667	68,000
Flexible Benefit Plan	20,867	250,400
Annual Guaranteed cash	26,533	318,400
Employer's PF	1,800	21,600
Total Fixed Pay	28,333	340,000

Monthly net take home (in Rs.)	
Annual Guaranteed Cash	26,533
Employee's contribution to Provident Fund	1,800
Professional Tax	200
Net take home before tax (in Rs.)	24,533

* As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein

Notes:

- ¹Flexible Benefit Plan (FBP) comprises of HRA, Meal Card, Professional Development Expenses, Communication Expenses, LTA, Bank's Owned Car / Reimbursement & National Pension Scheme. The employee gets to allocate the pool amount under various components as desired. Tax Benefits will be based on declaration & as per IT law.
- 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 Bank to the fund.
- Gratuity will be applicable as per the Payment of Gratuity Act.

GENERAL TERMS OF EMPLOYMENT

The following are the general terms and conditions of employment at IDFC. ("General Terms"). For the purpose of the General Terms, "IDFC Group" or "Firm" or "Company" shall mean IDFC and all its subsidiaries, associate or group companies.

1. **Place of Posting:** Your joining location will be the same as mentioned in the Letter of Intent. However, during your employment you may be posted / transferred to any of the offices / projects/ divisions/ departments/ units/ subsidiaries/ sister concerns of the Company, existing or to be set up at any other location, without any additional remuneration, in the interest of the Company without assigning any reasons.
2. **Leave Entitlement:** You shall be eligible for holidays and leave as per the Company leave policy.
3. **Total Fixed Pay:** The entitlements of your Total Fixed Pay are subject to IDFC Group policy, procedure or guidelines that may be issued from time to time. All perquisites and benefits including reimbursements are subject to applicable Income Tax and other related laws. Any increase in Total Fixed Pay, in no case, shall be automatic and/or a matter of right.
4. **Performance Bonus/ Incentive Payments:** The Company may, in its absolute discretion, pay you a bonus/ incentive of such amount, at such intervals and subject to such conditions as determined from time to time, in accordance with the Company Policy.
5. **Medical Fitness & Verification of Particulars:** Your appointment is subject to you being medically fit and continuing to remain fit thereafter. In case you subsequently develop a critical/chronic illness which restricts you from performing your official duties you are required to inform HR about the same. Your employment is also subject to your clearing the Personal and Professional Background Verification as per the norms of the Company, including your antecedents and document submitted. In case particulars mentioned in your application / Curriculum Vitae / Resume/ pre employment declaration or any such document are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
6. **Normal Retirement Age:** You will automatically retire from the service of the Company, as the case may be, on attaining the retirement age of 58 years or as decided by the Company.
7. **Compliance:** During the continuance of your employment with the Company, you are expected to comply with the Company's Code of Conduct, policies, practices and procedures.
8. **Notice Period:** Either party may terminate this employment agreement by giving Ninety (90) days' notice in writing or any payment arising in lieu of shortfall of notice, acceptance or waiver, will be at the sole discretion of the Company.
9. **Termination of Employment Agreement:**
 - ◆ 9.1. If you absent yourself without leave for continuous five (5) days, or as per norms of the Company which may change from time to time, or remain absent beyond the period of leave originally granted or subsequently extended by five (5) days, you shall be considered as willfully absconding from your employment and disciplinary action can be initiated against you.
 - ◆ 9.2. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, fraud, disloyalty, sexual harassment or any such act of breach of yours that brings disrepute to the company, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, any act of bankruptcy or make any composition or arrangement with your creditors. In case of termination on account of misconduct, Company will not be liable to give any notice or payment in lieu thereof.
 - ◆ 9.3. The Management has the right to terminate your services for any reasons other than mentioned in the General Terms by giving notice of three (3) months in writing or payment of Total Fixed Pay (excluding retiral and other non-cash benefits)
10. **Non Conflict of Interest and No External Employment:** You will not, during your employment with the Company, except with the specific approval of the Company, undertake other full time or part time work for remuneration or work that adversely affect your professional image and integrity as an employee of the Company. Assignments of social, charitable, literary, religious work or board membership of any other company can be pursued with prior approval. Pecuniary benefits of more than 1% of Total Fixed Pay to be either declined or donated to the IDFC Foundation.
11. **Your date of birth** mentioned in the Aadhaar Card or other such acceptable statutory document submitted by you will be deemed to be the conclusive proof of your date of birth.

IDFC FIRST Bank Limited (formerly IDFC Bank Limited)

Naman Chambers, C-32, G-Block, Bandra Kurla Complex, Bandra (East), Mumbai 400051 Tel: +91 22 7132 5500 Fax: +91 22 2654 0354

Registered Office: KRM Towers, 7th Floor, No.1, Harrington Road, Chetpet, Chennai 600031 Tel: +91 44 4654 4000 Fax: +91 44 4564 4022

CIN: L65110TN2014PLC097792 bank.info@idfcbank.com



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

Awaiting for Result

APARNA GARG <Aparna.Garg@futuregenerali.in>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: SANMITRA MALLICK <Sanmitra.Mallick@futuregenerali.in>

15 April 2019 at 11:43

Hi Team,

Nrusinh Patil is also selected with us.

His campus name as recorded with us as SKNSSBM. Hence the confusion.

Please share the name of the other student to help us check the same.

Regards,
Aparna

From: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Sent: Monday, April 15, 2019 11:31:40 AM
To: APARNA GARG
Cc: SANMITRA MALLICK

[Quoted text hidden]

[Quoted text hidden]





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

Sinhgad Management Institutes List - Datacore Technologies Pvt Ltd

Prakash Jadhav <prakash.j@dcotech.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Ravi Panicker <ravipanicker@sinhgad.edu>

Hi,

We have offer Payal Patil and her DOJ will be 22nd April 2019, Please ask her to report.

Kindly share some more good profiles for FZF if any as I sow the student are very much average on their communication skill.

Thanks & Regards,

Prakash Jadhav

Alp Consulting Ltd / Datacore Technologies Pvt Ltd

Mob: 09766694937 / 9423152611 Address: 203,204, 2nd floor Eden hall, next to Symbiosis, Model Colony,

Tel: 020-67426100 Shivaji Nagar, Pune - 411016.

Email - prakash.j@alpconsulting.in Web: http://www.alpconsulting.in

prakash.j@dcotech.com http://www.dcotech.com

Office Locations:

India - Bangalore, Hyderabad, Chennai, Pune, Mumbai, Noida

International - Japan, China, Singapore, Hong Kong, Australia, Indonesia, Vietnam, Dubai, Brazil, USA



From: Director CPC Placement [mailto:directorcpc.placement@sinhgad.edu]
Sent: 15 April 2019 16:19
To: Prakash Jadhav
Cc: Ravi Panicker
Subject: Re: Sinhgad Management Institutes List - Datacore Technologies Pvt Ltd

Dear Prakash,

We request you to schedule the HR round at the earliest.

Regards,
Team Member
Central Placement Cell

Sinhgad Management Institutes.

Working Hours: Mon- Fri | 10:00 am - 0:00 pm.

Sinhgad Central Placement Cell

4th floor, Sinhgad Institute of Management Building,
Sr. No. 44/1, Vaddam Bx. Off. Sinhgad Road, Pune - 411041

Email id directorcpc.placement@sinhgad.edu URL: www.sinhgad.edu |

Sapna Aher - 9552510911 / Priyanka Parande - 9552569561/Shweta Pawar - 9552510910





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

Awaiting for Result

Yuvraj Patil Biojobz <yuvraj@biojobz.com>

2 April 2019 at 15:59

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

Dear Priyanka,

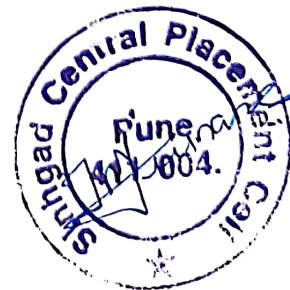
Greetings from Biojobz!

Thank you for the co-ordination. Further to our discussion we have selected Priyanka Patil from your campus.

We would like to offer Priyanka as per below Annexure kindly confirm the same so that we can proceed further.

Compensation Details	Amount INR	
	Monthly	Annually
Basic + DA	9000	108000
HRA	4000	48000
Medical Allowance	2000	24000
Conveyance	2000	24000
City Allowance	3000	36000
Gross Monthly CTC / Total Fixed CTC	20000	240000

- Regards,
Yuvraj Patil
[Quoted text hidden]





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

List of SMI Students - OPPO Mobile

Supriya Ghadge <supriya.ghadge@inlead.co>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: shipra shrivastava <shipra.shrivastava@oppomu.in>

3 June 2019 at 17:06

Dear Priyanka,

Following is the final list of candidate's who have been selected and their joining date is also mentioned below, kindly inform the candidate's accordingly and also on 11th June'19 they need to report at Koregaon Park office at 10am with their documents mentioned below:-

SR.NO	NAME	Number	DESIGNATION	DOJ
1	VIPUL JAYAWANT PATIL	8237504847	MT	11th June'19
2	KAPIL VASANT BANSODE	8805905097	MT	11th June'19
3	SUMIT VIVEK BHALEKAR	9545534477	MT	11th June'19

Documents required:-

- Academic Testimonials (10th, 12th, Graduation, PG)
- Professional Certifications Degree documents (If Any)
- Technical Certifications documents (If Any)
- Passport Size Color Photographs – 3 Nos.
- Identity Proof (Driving License, Passport, Ration Card etc.)
- PAN Card (**Compulsory**)
- Bank Account Details (Cancelled Cheque)
- Residence Proof (Permanent Address)
- Only E-Adhar card is acceptable with full DOB mentioned. (**Compulsory**)



Thanks & Regards

Supriya Ghadge

<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1635319082393035110&simpl=msg-f:1635319082393035110> 1/2



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

Your Visit to Sinhgad Management Institutes - 21st Dec 2018 - DHL SmarTrucking.

Akshata Nagwekar (DHL IN) <akshata.nagwekar@dhl.com>

24 December 2018 at 19:00

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

Cc: "Pradnya Jadhav (DHL IN), external" <pradnya.jadhav@dhl.com>, "Amrita Srivastava (DHL IN), external" <amrita.srivastava@dhl.com>, "Ankit Sabharwal (DHL IN)" <ankit.sabharwal@dhl.com>

Dear Sapna,

Below are the shortlisted candidates

- Akshay Tekale
- Abhilash Patle

Kindly confirm on the DOJ

CTC/Location would be shared shortly

[Quoted text hidden]





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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

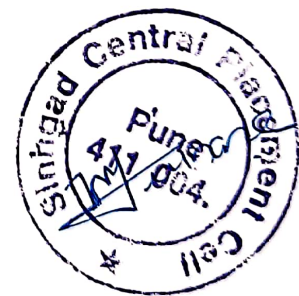
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
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5	ASHISH YOGESHWAR DAHAKE	Marketing	MBA	65
6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
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9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
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12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

m + 7226853860 | t +22-6736 9999, 22-6736 9937



Other divisions



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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

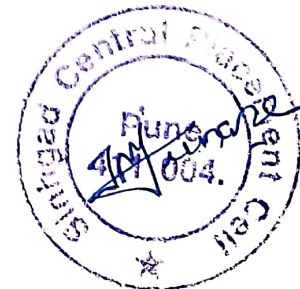
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai





PRIVATE AND CONFIDENTIAL

Reference No. – 1384960346

Applicant ID - 3982803

13-May-2019

Atul Ranjan

Dear Atul,

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,

Vikash Sharma

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.



PRIVATE AND CONFIDENTIAL

Reference No. – 1384960346

Applicant ID - 3982803

13-May-2019

Atul Ranjan

Dear Atul

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking at PUNE - NAVIPETH_BR.

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 29-May-2019.
- 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.

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.



: 2 :

Reference No. - 1384960346

Atul Ranjan

- **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.



: 3 :

Reference No. - 1384960346

Atul Ranjan

- 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.

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 Vadodara 390 007, India.



: 4:

Reference No. - 1384960346

Atul Ranjan

• **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,

JAISEE MEHTA
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,
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Old Padra Road,
Vadodara 390 007, India.



: 5 :

Reference No. - 1384960346

Atul Ranjan

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.

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 Old Padra Road,
 Vadodara 390 007, India.



:6:

Reference No. - 1384960346

Atul Ranjan

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

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

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Vadodara 390 007, India.



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.

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ICICI Bank Towers
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Tel.: (91-22) 2653 1414
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Vadodara 390 007, India.

Remuneration Details

Name : Atul Ranjan

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	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 : 13-May-2019



SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 29-Aug-19

Mr. Hitesh
Pune/Chinchwad 1

Subject: Offer Letter

Dear Hitesh,

We are pleased to offer you in our organization as **Executive– Client Acquisition** with effect from **03-Sep-19** or the date of your reporting, whichever is later on the following terms & conditions: -

That your Annual Compensation will be Rs. **252600/-** as per attached herewith as “Annexure – 1”.

- During the course of your tenure of employment, you will be deputed to work with our client “**INDIAMART INTERMESH LTD**” at “**Pune/Chinchwad 1**”, and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the rights to transfer you to and / or utilize your services in any of the company’s offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact **Amit Palariya** working with us as Manager – Talent Acquisition for completion of your joining formalities and induction. He could be contacted @ **8800688039**.
- Spectrum Talent Management Pvt. Ltd. (STMPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.



SPECTRUM TALENT MANAGEMENT (P) LTD.

- On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.
 1. Offer Letter
 2. Proof of age (birth certificate/ class 10th certificate)
 3. Proof of all qualification
 4. Proof of Permanent Address (Any one – Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
 5. Aadhar Card
 6. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
 7. PAN Card
 8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
 9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
 10. 4 recent passport size photographs
 11. Cancel Cheque Copy or Bank Statement (Existing Saving Account)
- Please Note – It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.
- Should you have any queries, please feel free to contact **Mr. Amit Palariya @ 8800688039**
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

We wish you all the best!!

With warm regards

For Spectrum Talent Management.

Candidate Acceptance

For Spectrum Talent Management Pvt. Ltd.

 Authorized Signatory

Authorized Signatory

(Signature)



SPECTRUM TALENT MANAGEMENT (P) LTD.

Annexure – I

Name: Mr. Hitesh

Designation: Executive- Client Acquisition

Date of Joining: 03-Sep-19

Salary - Break up		
Component	Monthly (Rs)	Annual (Rs)
Basic	15010	180120
HRA	5190	62280
Bonus	850	10200
CTC	21050	252600

* Please note that the above mentioned salary is inclusive of the deductions as per statutory requirements.

*Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961.

* You are entitled to a retiral benefit of gratuity as per the provision of “Payment of Gratuity Act, 1972”. The amount indicated is equivalent to 15 days’ basic salary on a basis of 26 days in a month, for every completed year, as part thereof, in excess of 6 months. The payment shall be contingent upon continuous service of 5 years with the Company.

**** Group Medical Insurance:**

You will be entitled to Medical Insurance Coverage as per company policy.

Group Accidental Insurance:

You will be entitled to Accidental Insurance Coverage as per company policy.

Group Term Insurance:

You will be entitled to Term Insurance Coverage as per company policy.

NOTE: This Statement is only for the purpose of information and is illustrative in nature.

For Spectrum Talent Management Pvt. Ltd.

Candidate Acceptance

For Spectrum Talent Management Pvt. Ltd.

 Authorized Signatory

(Authorized Signatory)

(Signature)

Date: March 03, 2019

Mr.Akshay Vijay Renuke.

Siddhesh Appartment, Bhavani Peth Pune, Maharashtra, 411042

Offer Letter

Dear Akshay,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **April 12, 2019** .
5. Your Cost to the Company will be **INR 219,180** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **30 Days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:
You will be required to submit, the following set of documents within five working days from the date of this letter being issued to you.
 - a. Four passport size color photographs.

- b. One set of photocopies of all certificates and mark sheets along with the originals for verification.
 - c. One photocopy of appointment letter and last three months' salary slips from the current employer along with originals for verification (Applicable if currently employed).
 - d. One photocopy of appointment letter and experience certificate / relieving letter from all the previous employers along with originals for verification (Applicable if worked with more than one organization).
 - e. One photocopy of Pan Card. If Pan Card not available, candidate must apply for it and bring the acknowledgement copy.
 - f. One photocopy of passport / driving license etc. for photo ID.
 - g. One photocopy of telephone bill / ration card, gas connection bill, etc. for proof of address.
 - h. One photocopy of experience certificate / relieving letter from the current employer along with originals for verification (Applicable if currently employed) within three working days from the date of joining.
16. In the initial recruitment process you were advised that this position is considered 'critical' and, therefore, your appointment is contingent upon successful completion of a background check, documents submitted by you are sent for necessary verification and authentication to the background verification agency.
17. Clauses:

You will be required to report on the said date or you are required to inform the HR at least 15 days before the agreed joining date, failing this, the offer shall stand withdrawn automatically, without any further intimation to you.

Terms of your employment are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organisation.

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

We welcome you to the eClerx family and wish you a successful career with us.

Yours Truly,

Accepted By

For eClerx Services

Akshay Vijay Renuke.



Andrews Simon
Associate Principal – Human Resources

Annexure I

Name: Akshay Vijay Renuke.
Designation: Analyst
Date of Joining: April 12, 2019

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	8,456	101,472
House Rent Allowance	423	5,076
Leave Travel Allowance	0	0
Other Allowance	3,766	45,192
Bonus	2,800	33,600
Monthly Fixed Compensation	15,445	185,340
Retiral Fund	1,467	17,604
Monthly Total Compensation	16,912	202,944
Annual Total Compensation		202,944
Performance Bonus	1,353	16,236
Cost To Company	-	219,180
Gratuity	-	4,881
Total Cost To Company	-	224,061

- Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

Other Benefits:

1. You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
2. All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs.
3. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
4. A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs.100,000.
5. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
6. Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
7. In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to the Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:

Mumbai and Pune Location - candidateexperience_eclerx@eclerx.com or contact, Hema Nair (7709052664).

Chandigarh Location - Recruitment_Managers@eclerx.com or contact, Tara Sharma (9780009693)

I have read and understood all the above mentioned points and accept the offer.



Offered By: Andrews Simon
Designation: Associate Principal– Human Resources
Accepted by: _____
Date: _____



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

Awaiting for Result

kjai@ups.com <kjai@ups.com>

7 May 2019 at 16:53

To: directorcpc.placement@sinhgad.edu

Cc: ktamanna@ups.com, shaikhmohsin@ups.com, jaggishubham@ups.com, jneha@ups.com, sarkateakashay@ups.com

Dear Sir/Mam ,

Please find below list of selected candidates .

Name
SHRADHA KARANDE
VEDANT KHADKIIKAR
ANJU S PILLAI
MANISH SEWANI
DIPENDRA SHENDE
JINMARIA ALIAS

Regards,

Jai Kumar

HR Officer(GBS, Pune)

UPS Logistics Pvt Ltd

Wing A & B, 1st Floor, SEZ,

Cyber City, Magarpatta,

Mundwa – Hadapsar Road,

Pune – 411013

Phone: +91 20 67275600 – Ext. 5776



<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1632872113762259137&simpl=msg-f:1632872113762259...> 1/18



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

Brose India || Final Round

Raj, Natasha <Natasha.Raj.temp@brose.com>

23 September 2019 at 09:32

To: Director CPC Placement <directorcpc.placement@sinhgad.edu>, Priyanka Karande <karandepriyanka@sinhgad.edu>
Cc: "Varma, Rashmi" <Rashmi.Varma.extern@brose.com>

Hello Dr. Jayesh and Priyanka,

We feel happy to update you that after all the rounds of interviews, we have found Mr. Shikhar Sharma suitable for the position and will be making a formal the offer to him. He will be joining us on 01-Oct-2019.

Though Ms. Neha Randad and Mr. Simraan Churigar were also good candidates, but unfortunately we can't go ahead with them. We wish all the very best to them for their future endeavors.

Also, a big thank you to you all for your support. ☺

We wish to collaborate with you in the future as well for more openings.

With Best Regards,

Natasha

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

Sent: Wednesday, September 11, 2019 4:51 PM

To: Raj, Natasha <Natasha.Raj.temp@brose.com>

Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>; Varma, Rashmi <Rashmi.Varma.extern@brose.com>

Subject: Re: Brose India || Final Round

Dear Natasha,

Thankyou for the shortlist and interview details.

We have informed the students accordingly.

Regards,
Dr. Jayesh L Minase

Dean (7391076428)
Central Placement Cell

Sinhgad Management Institutes.



LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 09/02/2019

Kishan Kumar
S/O: housing, Indapur, 413114

Subject: Offer Letter**Dear Kishan Kumar ,**

In reference to your application and subsequent discussions, we are pleased to offer you the position of Relationship Manager - PSF Core, Balic Direct in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC). .

1. You shall be based at **Baner** .
2. You will report to **Ambrish Daptardar**.
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 02/02/2023. 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.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) 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

319043/203460/Tanmay Rajesh Kshirsagar/52931

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: customer care@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

ANNEXURE A: CTC Break Up			
COMPENSATION BREAK UP SHEET			
Date: 09/02/2019			
Name:	Kishan Kumar		
Department:	PSF Core		
Designation:	STM		
Band:	GB2 A		
Location Code:	Baner	Location: Baner	
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,400.00	100,800.00
2	Minimum HRA	4,200.00	50,400.00
3	Conveyance Allowance	0.00	0.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,680.00	20,160.00
6	Flexible Benefits	10,308.00	123,696.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	404.00	4,848.00
9	Total Fixed	28,792.00	345,504.00
	Total Fixed CTC in Words	345,504.00(Three Lacs forty five thousand Five hundred and four only)	

319043/203460/Tanmay Rajesh Kshirsagar/52931

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



OFFER LETTER

Date: 10/10/2018

Rajendra Solankar
SKN SS BM

Dear Rajendra

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 13th June 2019. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

Acceptance

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Rajendra Solankar NAME: Rajendra Bhiva Solankar DATE: 11/10/2018





PRIVATE AND CONFIDENTIAL

Reference No. – 1375126875

Applicant ID - 3082893

17-May-2019

Prachi Dashrath

Sonkusre.

Dear Prachi,

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,

Vikash Sharma

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.



PRIVATE AND CONFIDENTIAL

Reference No. – 1375126875

Applicant ID - 3082893

17-May-2019

Prachi Dashrath

Sonkusre.

Dear Prachi,

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 – Ravivar 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 29-May-2019.
- 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.

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: 2 :

Reference No. - **1375126875**

Prachi Dashrath

Sonkusre.

- **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.

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: 3 :

Reference No. - **1375126875**

Prachi Dashrath

Sonkusre

- 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.

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- d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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: 4:

Reference No. - **1375126875**

Prachi Dashrath

Sonkusre

• 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,

JAISEE MEHTA
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.: L65190GJ1994PLC021012Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.



: 5 :

Reference No. - 1375126875

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. 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.

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:6:

Reference No. - **1375126875**

Prachi Dashrath

Sonkusre

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

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ICICI Bank Towers
Bandra-Kurla Complex
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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.

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Remuneration Details

Name : Prachi

Dashrath Sonkusre

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 : 17-May-2019

ICICI Bank Limited
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Director CPC Placement <directorcpc.placement@sinhgad.edu>

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

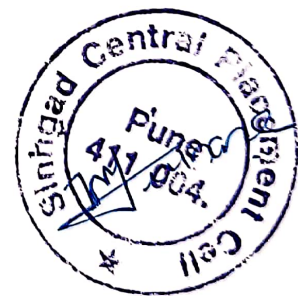
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
1	Ajay Namdeo Ade	Marketing	MBA	61
2	Akshay Ramesh Maldhure	Operations	MBA	66%
3	AMIT ABHIMANYU MATE	MARKETING	MBA	65%
4	ASHISH RAJENDRA MANKAR	MARKETING	MBA	61.12
5	ASHISH YOGESHWAR DAHAKE	Marketing	MBA	65
6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
7	Gorakh Vitthal Karad	Marketing	MBA	65
8	NAKUL SANDEEP NAHATKAR	Operations	MBA	65
9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
11	SACHIN VASANTHKUMAR NAIR	Operations	MBA	70
12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

m + 7226853860 | t +22-6736 9999, 22-6736 9937



Other divisions



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<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1629337553232905672&simpl=msg-f:1629337553232905...> 1/16



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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

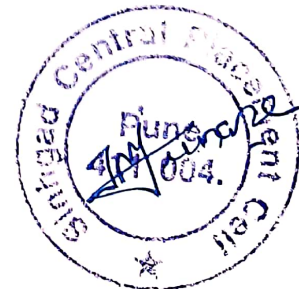
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai





PRIVATE AND CONFIDENTIAL

Reference No. – 1448696087

Applicant ID - 4091875

17-May-2019

Gourav Govind

Sontake.

Dear Gourav,

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,

Vikash Sharma

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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PRIVATE AND CONFIDENTIAL

Reference No. – 1448696087

Applicant ID - 4091875

17-May-2019

Gourav Govind

Sontake.

Dear Gourav

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 29-May-2019.
- 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.

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: 2 :

Reference No. - **1448696087**

Gourav Govind

Sontake.

- **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.

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: 3 :

Reference No. - **1448696087**

Gourav Govind

Sontake.

- 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

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.



applicable to you from time to time.

ICICI Bank Limited
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Bandra-Kurla Complex
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Tel.: (91-22) 2653 1414
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CIN.: L65190GJ1994PLC021012

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



: 4:

Reference No. - **1448696087**

Gourav Govind Sontake.

- **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,

JAISEE MEHTA
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.

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Fax: (91-22) 2653 1122
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Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



: 5 :

Reference No. - 1448696087

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. 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.

ICICI Bank Limited
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:6:

Reference No. - **1448696087**

Gourav Govind

Sontake.

Benefits:

- Comprehensive Medclaim 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

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.



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.

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



Remuneration Details

Name : Gourav Govind

sontake.

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 : 17-May-2019

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.

Dear Nitin

As discussed, we are pleased to share below mentioned fitment with you for an opportunity with us

Name Nitin Sutar
 Level M1 - Assistant Manager
 Location Pune
 with effect from May 30, 2019

Components	P.M.	P.A.
Basic Salary	8333	100000
House Rent Allowance	417	5000
Professional Allowance	5933	71190
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Mobile Reimbursement	500	6000
Leave Travel Allowance	0	0
Bonus	1400	16800
Gratuity		4810
Contribution to Provident Fund		12000
Gross Amount	19433	250000

- Medclaim benefit as per applicable policy.
- Life Insurance benefit as per applicable policy.
- Company contribution towards PF is 12% and 4.81% for gratuity which is a part of your total fixed CTC.

Please note that this email is intended for your understanding of the salary components only and should not be construed as a formal offer of employment.

We shall issue a formal appointment letter once you give an email acceptance of the above to us.

Regards,
 Human Resources, Kotak Mahindra Bank Ltd



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

Fwd: Selection Confirmation - Karvy Stock Broking Limited

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

19 October 2018 at 17:00

Best Wishes,
Priyanka N. Karande | Placement Officer
Sinhgad Management Institutes



Working Hours: Mon- Fri | 10:00 am - 6:00 pm.
Mobile: 9552569861, 9890990282
Email: karandepriyanka@sinhgad.edu, karandepriyanka@yahoo.co.in
Website: www.sinhgad.edu

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

From: <sonakshi.mehta@karvy.com>
Date: 19 October 2018 at 16:45
Subject: Selection Confirmation - Karvy Stock Broking Limited
To: karandepriyanka@sinhgad.edu

Hi,

Following are the selected student for the role of Equity Advisor, Hyderabad for the campus drive conducted at Bharati Vidyapeeth, Pune on 15th & 16th Oct 2017:

Aditya Kadam

Vinay Munde

Yash Madan

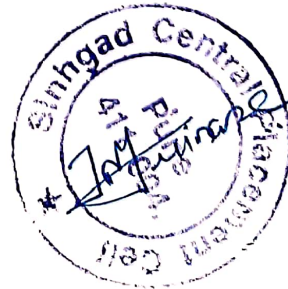
Mayur Mallikarjun

Sutar Vishal Rajendra

Please reply the DOJ which can be mentioned in the offer letter. Request you to not let her sit for other companies in the campus.

Reply Awaited.

Regards,



<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1614753203743001898&simpl=msg-f:1614753203743001898> 1/2



4:15:55 PM
Sonakshi Mehta

Sinhgad Technical Education Society Mail - Fwd: Selection Confirmation - Karvy Stock Broking Limited

274

KARVY **STOCK BROKING**

Human Resources

Tel No: 040 332177321/9713628688

sonakshi.mehta@karvy.com | www.karvy.com

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Sinhgad Technical Education Society | www.sinhgad.edu

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<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1614753203743001898&simpl=msg-f:1614753203743001898> 2/2





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

Sinhgad Collage Selected Candidates List

Rinku Mishra <rinkum@gttconnect.org>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: amitb@gttconnect.in, praveenkumar@gttconnect.com

4 June 2019 at 10:22

Hello Priyanka,

As per yesterday's drive, please find attached select candidates list.


As of now total selected is 24 and some one of the candidates will confirm / join from tomorrow.

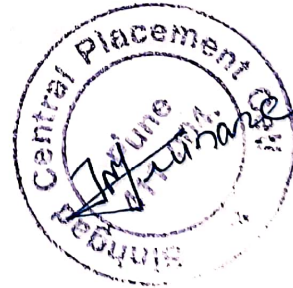
Thanks & Regards,

Rinku Mishra | Global Talent Track |

Contact : 9021258947

Empowering the Youth Worldwide

 **Shingad drive.xlsx**
12K



Sr no	Name	Remarks
1	Kiran eknath ingale	Select
2	Sumit Vishwas jadhav	Select
3	Akshay D sarode	Select
4	Kiran B sakhare	Select
8	Nitin suresh Gaikwad	Select
9	Siddheshwar Pande	Select
11	Salvi Wilson	Select
12	Patil Ashwin Ashok	Select
13	Rajmane Nagnath	Select
14	Nikhil Sakhare	Select
15	Kamble Gaurav Shivaji	Select
16	Parmeshwar Deshmukh	Select
17	Mahesh Bade	Select
19	Rushikesh Deshpande	Select
20	Rahul Pandit Changale	Select
22	Yenge Lingram Govindrao	Select
23	Manoj Suresh Bathe	Select
24	Sagar Avinash Patil	Select
25	Santosh Swami	Select
26	Nikhil Yadav	Select
27	Akshay Raut	Select
28	Nikhil Gaikwad	Select
29	Yogesh Surkute	Select
30	Omkar patil	Select



ONE VISION MANY WORLDS



VIRAJ PROFILES LIMITED

17th Dec 2018

Mr. Praful Shyamsunder Taksande
Sinhgad Institute of Management, Pune

Sub: CAREER OFFER

Dear Mr Taksande,,
Heartiest Congratulations!

In reference to your interview with us, we are pleased to offer you an employment with Viraj Profiles Ltd. as Management Trainee – Human Resource based at Tarapur (Maharashtra).

You are requested to join us on 02nd January 2019. At the time of joining, you are required to bring along your credentials as per Annexure "A" enclosed with this letter.

Please sign and return copy of this letter in token of your having accepted our offer of Employment.

Your Appointment letter with all terms & conditions will be handed over to you, at the time of Joining.

Look forward to welcome you shortly.

Thanking you,

Yours faithfully,

Authorized Signatory

(Signature)
19/12/18
Acceptance Signature:
Date of Joining:

Corporate Office: Viraj Tower, 1st Floor, Junction of Andhori Kurli Road, Western Express Highway, Near Land Mark Building, Andhori (East), Mumbai - 400058, India
Tel: +91 22 3006 4000/9, Fax: +91 22 3006 4050
Website: www.viraj.com

Registered & Marketing Office: B-24, MIDC, Tulapur Industrial Area, Tulapur, Dist. Palghar, Maharashtra - 402 303, India
Tel: +91 801 899 1031, 23
Fax: +91 22 287480 300/274 300
Video Conferencing: +91 20 98 72 11

Manufacturer of Stainless Steel WIRELS, WIRE RODS, WELDING WIRELS, FASTENERS, RIVETS AND...

CIN NO: U28113MH1999P100005

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 23, 2019

Private & Confidential

Pravin Sanjay Tale.

Jijamat chauk bharti vidyapeeth pune.

Pune,

Maharashtra,

India - 411046

Document ID – bbc3e950-8be8-4960-a897-84583cd7950c

Dear Pravin ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited (“SSHS” or “HCLTech” or “Company”)** as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ- Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter’s email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- **Probation** - You will be on probation for a period of 6 months from the date of your joining. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India
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Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Performance and Compensation Reviews** - Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Your annual performance appraisal and compensation review will be initiated on completion of your anniversary (12 months from date of joining HCLTech) and subsequently compensation review will be aligned and effected from the first day of the subsequent quarter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function**
- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- Employment of Relatives-** At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCLTech or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

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- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

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- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services

Amrita Das
DEBASIS SARKAR
SENIOR VICE PRESIDENT

This is system generated Letter/Contract. Agreeing to the Offer and its terms and conditions in the workflow is as good as signing of physical contract/letter on mutual agreement between us. It has all legal binding as per the law, if mutual trust is breached at any point of time.

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SIGNATURE OF EMPLOYEE

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DECLARATION

I, Pravin Sanjay Tale., hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCLTech will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

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Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCLTech

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)

S. No	Document Name
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Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
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1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCLTech onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCLTech will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCLTech Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCLTech Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCLTech Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

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Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCLTech Cafeterias or food joints outside HCLTech campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

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- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCLTech's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCLTech contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

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As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

ANNEXURE IV

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

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Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are

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protectable by copyright are “works made for hire”, as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company’s expense, in every proper way to secure the Company’s rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company’s actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws

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of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, “Similar Services” means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the
- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

7. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

8. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

9. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
10. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
11. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Pravin Sanjay Tale

July 23, 2019

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCLTech reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

1/15/24, 2:51 PM

Sinhgad Technical Education Society Mail - Awaiting for Result



Sinhgad Institutes

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

Awaiting for Result

Priya Jacob <priyajacob@nandedcitypune.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>

8 July 2019 at 12:18

Dear Dr. Minase,

First and foremost it was a pleasure speaking to your students regarding their aspirations for their future. They are all very enthusiastic about learning things and based on these discussions we have decided to make them a part of our organisation. The first batch that we have selected consists of 23 students. So congratulations to you Sir and your team for nurturing them and making them so confident.

As discussed telephonically today, please find attached herewith a list of 23 students shortlisted by us for recruitment. We have spoken to all of them and upon their agreeing to join us as a part of our team we have prepared appointment letters which we would like to issue them either today or tomorrow.

It would be great if you could ask them to come and collect their appointment letter as per days mentioned as we would like to start their training from 10th July 2019.

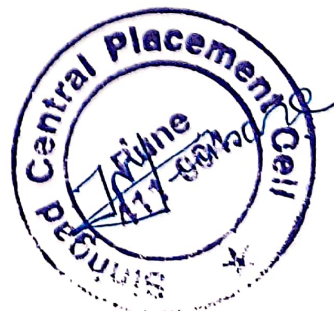
Kind Regards,

Priya Jacob
Business Head - Marketing

Disclaimer:

This email is for the use of the intended recipient(s) only. If you have received this email in error, please notify the sender immediately and then delete it. If you are not the intended recipient, you must not keep, use, disclose, copy or distribute this email without the author's prior permission. We have taken precautions to minimize the risk of transmitting software viruses, but we advise you to carry out your own virus checks on any attachment to this message. We cannot accept liability for any loss or damage caused by software viruses. The information contained in this communication may be confidential. Nanded City Development & Construction Co. Ltd., will not accept any liabilities at law in equity or whatsoever for any decision made or influenced as a result of this correspondence.

[Quoted text hidden]



1	Atul Bihishan Tanvar	Varanasi Soc, Gokul Nagar, Warje, Datta Villa Flat No. 7, Pune	9561479366	Financial Executive
2	Chetan Balaji Tekale	Flat No. 101, Charwad Nagar, Vadgaon Bk, Pune	7721098909	Financial Executive
3	Karan Arun Suryavanshi	Room No. 4, Samrath Boys Hostel Yeole Wadi, Kondwa Bk, Pune	9970525455	Financial Executive
4	Mrunal Tulsidas Yeolekar	Jijae Garden, Tapowan, Near Ram Mandir, Warje, Pune 411058	9730382558	Financial Executive
5	Riha Kiran Das	House No. 394, Bushi Dam, Lonavala, 410402	9049914288	Financial Executive
6	Pravin Deepak Kasat	A2-15, Near Reliance Mall, Erandawane, Pune-411004	9850641321	Financial Executive
7	Manasi Vivek Kakade	Society, 1, Bldg., No. 1/3 Durga Nagar, Behind Sahara Hotel, Pune 411004	9822795110	Financial Executive
8	Saurabh Pradeep Hivrekar	692/11, Sukhada So, Chaphlkar Colony, Pune 411037	7798700003	Financial Executive
9	Shubham Satish Dabhade	Near Jain Mandir, Gavthan Lonavala	9823561515	Marketing Executive
10	Sonal Padmakar Borode	A-11, Near Vikas Mitra Mandal, Karvenagar, Pune 411052	7841872530	Marketing Executive
11	Nikhil Babu Mate	101, Shram Safalya Niwas, Khadakwasla, Nr. Mayur Mitra Mandal, Pune 411004	9762873575	Marketing Executive
12	Prajyot Pradeep Patil	Ingale Nagar, Near Ambedkar Chowk, Karvenagar Pune 411052	9595101006	Marketing Executive
13	Ashish Chandrakant Kadam	At Post Vadgaon, Tal Karad, Dist. Satara 415109	9890139003	Marketing Executive
14	Rohit Gopinath Darade	randure Soc, Flat No. 208, Bhumkar Bridge, Narhe Gaon, Pune 411041	8390211114	Marketing Executive
15	Abhijit Babasaheb Godse	Datta Vihar Soc., Vadgaon Bk., Pune 411041	8275465115	Marketing Executive
16	Shishir Diliprao Dhokane	216 Ward No-1 At Post Poha Tal-Karanja	9623143435	Marketing Executive
17	Mahesh Manikrao Borde	Chaya Boys Hostel, Room No. 17, Near Sibar Kondwa Branch, Pune 411046	9049687369	Marketing Executive
18	Mohasin Mahevuv Sayyad	5th floor Sphruti Aagan Building Near Gold Gym Ambegoan 411046	9850577182	Financial Executive
19	Maqsood Ahmed SK Moosa	Quresh Nagar Shukat Ali Chowk Akot Dist Akola Pin-444101	9175843210	Marketing Executive
20	Rashmi Salunkhe	At Budhgaon, Tal Chopda Dist Jalgoan Maharashtra	9373617378	Marketing Executive
21	Shubham Jagtap	NA	8379947278	Marketing Executive
22	Shivani Sunil Mogare	Parvati Niwas, Ganpati Nagar Part 1, Malkapur Dist. Buldhana	8766763050	Financial Executive
23	Krishna Babaji Palwe	Chaitanya Nagari, Warje	8149656613	Marketing Executive
24	Aishwarya Vinay Deshmukh	C-2, 15, Dnyanganga Apts, Tukai Nagar, Vadgaon Bk, Pune 411041	9922673848	Marketing Executive



Neilsoft Ltd.

Pride Parmar Galaxy, 8th Floor, 10/10 + A, Sadhu Vaswani Chowk, Pune - 411001, India

CIN: U72200PN1991PLC062192 | Tel: +91 20 2605 3003

info@neilsoft.com | www.neilsoft.com

HR/OFL/4/2/2019/2

CONFIDENTIAL

April 02, 2019

Mr. Akhil Thakare
New Nandanvan, Nagpur, Maharashtra
9866730525

Subject: Offer of Employment

Dear Akhil,

Congratulations, we are pleased to appoint you as **Management Trainee in Corporate Support Function** at our Organization, based at our Pune office subject to the following:

1. You are required to join the Company from **May 13, 2019**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. You will initially be based at the Company's Pune office unless communicated otherwise prior to your joining.
4. You will be given annual CTC of Rs. 300,000 (Rupees Three Lac Only) Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
5. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
6. You shall keep the contents of this offer and any Annexure hereto confidential.
7. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

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

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kalburge** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.


Address: Neilsoft Limited, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Anway Chavan** (on Email ID: anway.chavan@neilsoft.com / Tel: 9834376809).

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

With warm regards,

For Neilsoft Ltd.,



Sanat Samantray
Head - Recruitments

I accept the offer and will report for duties on <u>Neilsoft Ltd.</u>	
Signature:	<u>Punil</u>
Date:	<u>10/04/2019</u>
Place:	<u>PUNE</u>

ANNEXURE A

Worksheet On Emoluments Of	: Akhil Thakare
Date Of Joining	: May 13, 2019
Designation	: Management Trainee
Department / Division	: Corporate Support Function
Location	: Pune
Gender	: M
Gross Salary (p.a.)	: 300,000

Compensation Components	Monthly (Rs.)
A. Basic & Allowances	
Basic	6,500
House Rent Allowance	2,600
City Compensatory Allowance	975
Attire / Uniform Allowance	1,000
Conveyance Allowance	1,600
Other Allowance	9,439
Sub Total A	22,114
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	542
Medical Allowance (Paid Quarterly)	1250
Provident Fund (Employer Contribution)	780
Gratuity (As Per Act)	314
Sub Total B	2896
Total Gross Monthly (A+B)	25,000


 Head – Recruitments

Signature of the Associate

Note:

- * The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

ANNEXURE B

TERMS AND CONDITIONS

1. You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You will be on job training for the initial 12 months after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.
3. You may be required to work in shift system as per requirements of your job position
4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.
5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.
6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.
7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :
 - a) Your breach of any of these terms or any other agreement signed by you with the Company, or
 - b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
 - c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
 - d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
 - e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g) Your Unauthorized absence from work, or
 - h) Your insubordination, or
 - i) Your misconduct

Done
Termination by Employee – You will have to serve a notice period of 90 days once you wish to resign from the services of the Company.

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

Amil

Neilsoft

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.
11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.
13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining. In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

- a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
- b) Photocopies of service certificates from all the previous employers
- c) Photocopy of Last pay slip / salary certificate
- d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
- e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
- f) UAN (Universal Account Number) from previous employer (Applicable, if associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

- a) Four passport size color photographs with white background.
- b) A photocopy of the information pages of your passport
- c) A photo copy of address proof (Permanent & Temporary)

Armit

Neilsoft Ltd.

Pride Parmar Galaxy, 8th Floor, 10/10 + A, Sadhu Vaswani Chowk, Pune - 411001, India
 CIN U72200PN1991PLC062192 | Tel +91 20 2605 3003
 info@neilsoft.com | www.neilsoft.com

Date: April 02, 2019

To,
Express clinic
 Ground Floor, B1 Building,
 Cerebrum IT Park, Behind Marigold Society,
 Kalyani Nagar, Pune 411014
 Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

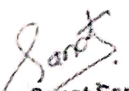
As per our arrangement with you, we are sending Mr. Akhil Thakare for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs 750/- (Rupees Seven Hundred Fifty Only) directly from the individual

Thanking you,
 Yours truly,

For Neilsoft Ltd,


 Sanat Samantray
 Head - Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad : Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 -46770239

Viman Nagar : Row House No-2, Plot No - 88, Wing F, Nitron Landmark, Viman Nagar,
 Phone : 020 - 41218342

F C Road : Shop No 9 to 13, Ground Floor, Mantri House, Next to Kotak Mahindra Bank,
 F C Road, Dnyaneshwar Paduka Chowk, Shivaji Nagar, Phone : 020 - 41201887

Pimple Saudagar : Shop No-205, 2nd Floor, Rainbow Plaza, Near Shivar Garden Chowk, Pimple
 Saudagar, Pune - 411057 Phone : 020 - 46781915



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

Awaiting for Selection

Dheeraj <careers@vtransgroup.com>
 To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
 Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

Dear Sir,

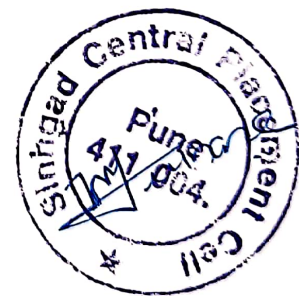
Please find name of the selected candidates from our side.

S.No	Full name of the students (First-middle-last)	Major Speciallization	MBA/PGDM	MBA% of Marks
1	Ajay Namdeo Ade	Marketing	MBA	61
2	Akshay Ramesh Maldhure	Operations	MBA	66%
3	AMIT ABHIMANYU MATE	MARKETING	MBA	65%
4	ASHISH RAJENDRA MANKAR	MARKETING	MBA	61.12
5	ASHISH YOGESHWAR DAHAKE	Marketing	MBA	65
6	CHANDEKAR AKSHAY VIJAY	Marketing	MBA	59
7	Gorakh Vitthal Karad	Marketing	MBA	65
8	NAKUL SANDEEP NAHATKAR	Operations	MBA	65
9	Pankaj Kumar Dalvi	SCM (Dual)	MBA(Dual)	64
10	PRASAD VITTHAL KHADTARE	MARKETING	MBA	57
11	SACHIN VASANTHKUMAR NAIR	Operations	MBA	70
12	SAMEER UTTAMRAO SONONE	MARKETING	MBA	60.56
13	Shubham Pandurang Potraje	OPERATION	MBA	64.8
14	Toge Yogesh Subhashrao	Marketing	MBA	59
15	ANIKET WALMIKI KOLI	OPERATIONS	MBA	60.5
16	Sudhir Shivaji Shid	Marketing	MBA	67%

Best,

Dheeraj Agarwal
 Manager- HR
 Corporate Office - Mumbai

m + 7226853860 | t +22-6736 9999, 22-6736 9937



Other divisions



Most preferred single window cargo management & logistic solutions provider

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<https://mail.google.com/mail/u/1/?ik=e9b986d9c2&view=pt&search=all&permmsgid=msg-f:1629337553232905672&simpl=msg-f:1629337553232905...> 1/16



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

Campus Result Declaration

Dheeraj <careers@vtransgroup.com>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: Priyanka Karande <karandepriyanka@sinhgad.edu>, shilpachapukar@vtransgroup.com

4 January 2019 at 11:47

Dear Sir,
Greetings!

This is to declare that following students are selected from your campus for joining at V-trans (I) Ltd.

1. Jeganraj Saundarraaj Nadar
2. Prashant M. Maskale
3. Vijayraj B Wadkar
4. Vedant Paranjape
5. -Ashish omprakash Dole
6. -Dattaprasad D. Bhuwad
7. -Laxman VAsudev Handibag
8. -Mahesh Takalkar
9. -Ninad Sharad Sonawane
10. -Pratik Raghunath Gawade
11. -Ram Ramesh Wakchuare
12. -Sadanand Kishan Gavhane
13. -Shubham Sanjay Ingole
14. -Tushar P. Ambhore
15. Sharad Shrimant Jaybhaye

Joining date of the students will be 16th January 2019.

As decided, we are offering annual CTC i.e. 2,50,000/-@.

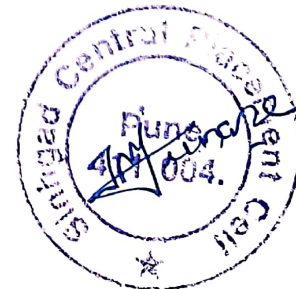
All the students shall be present at V Trans Corporate office Mumbai over below mentioned address.

V-Trans (I) Ltd, Unit No. 06, Corporate Park, V.N. Purav Marg, Chembur, Mumbai-400071 (Maharashtra).

Pls feel free, if any query is there.

Note: Offer letters of the students will be provided once they join the company.

Best,
Dheeraj Agarwal
Manager- HR
Corporate Office - Mumbai





HR/405, Rev no. 01, Rev date. 14/06/2017

To,

Date: 25th March 2018

Nirmal Vankudre,

Pune.

Subject: Offer Letter for Employment

Dear Nirmal,

With reference to your application and our subsequent discussions, we are pleased to offer you position of "Management Trainee - Leasing" in Grade S2 in our organization. You are requested to join on or before 1st April 2019. We request you to report at the following address - Kolte Patil Developers Ltd. City Point, Pune.

On the date of joining, please bring the following documents for verification / submission.

1. Original and copies of educational certificates and mark sheets.
2. Original & copy of your Passport/ Driving License /Electricity bill.
3. Four passport size color photographs.
4. Copy of PAN card and Aadhar Card.

Please note that in absence of relevant documents, joining formalities would not be completed.

Kindly sign and return to us the duplicate copy of this letter and annexure as your token of acceptance.

Wish best wishes,

For Regensis Project Management Company LLP

Authorized Signatory-HR

(Accepted By)

Regensis Project Management Company LLP

Regd. Office: 2nd Floor, City Point, Dhole Patil Road, Pune-411001, Tel. No.- 020-66226500, Fax: 020-66226511



Date: 25th March 2019

HR/403, Rev.No.03,Rev Date, 1/04/2018

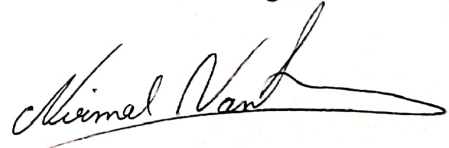
ANNEXURE

NAME	Nirmal Vankudre
DESIGNATION	Management Trainee
DEPARTMENT	Leasing
GRADE	S2
COMPANY	Regenesi Project Management Company LLP

Component	Monthly	Annual
Basic + DA	16,230	1,94,760
HRA	5,410	64,920
Newspaper Allowance	1,000	12,000
Children Education Allowance	200	2,400
Telephone Allowance	1,000	12,000
Special Allowance	3,610	43,320
Gross Salary	27,450	3,29,400
Employer Contribution PF	1,800	21,600
CTC	29,250	3,51,000

Authorized Signatory

Candidate Name & Signature





Invoice

INV-000220612

Balance Due
Rs.0.00

SILICON CARE ENTERPRISES

Shop No. 03 Oxygen Valley Pune Solapur Road
Near Annasaheb Magar Sabji Mandai Manjri BK
Pune Maharashtra 412307
India
GSTIN 27DIEPS7710A1ZE
Phone 7248949596

Invoice Date : 17/04/2023

Terms : Due on Receipt

Due Date : 17/04/2023

Bill To

Ajinkya Vyawahare

Flat no. 205, wing-B1, P.S. Villa, Hadapsar - 412307 M. No.9518510985

Place Of Supply: Maharashtra (27)

Note -This is a Computer Generated Invoice , Hence Does not require Authorization

#	Item & Description	HSN/SAC	Qty	Rate	CGST	SGST	Amount
1	Unlimited 100 Mbps @1 Month	998422	1	799.00	71.91 9%	71.91 9%	799.00
Sub Total							799.00
CGST (9%)							71.91
SGST (9%)							71.91
Rounding							0.18
Total							Rs.943.00
Payment Made							(-) 943.00
Balance Due							Rs.0.00

Notes

Thanks for your business.



Date: 08th June 2019

Name: Nikita sunil

wadkar,

Address: Beed

Maharashtra- 431122

Subject: Employment Offer

Dear Nikita,

We are delighted to make you an offer with our organization for the position of **Associate**.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
 - As discussed and agreed with you, your annual cost-to-company (CTC) would be **Rs. Two Lakh Sixty-Two Thousand One Hundred and Sixty Four Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay program subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay program will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **08th june 2019**. This offer of employment will lapse in case you are unable to join on the above mentioned date.



- This offer is valid, subject to:
 - All information provided by you, during your discussions with our company representatives being accurate.
 - Satisfactory reference checks.
 - Satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd”.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.

I have read, understood and agree with the terms and conditions outlined above and I accept employment with “METRO Global Business Services Pvt. Ltd”.

Signature

Date



Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

On joining you will also be required to furnish the following:

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



Annexure 2

Compensation Structure

Nikita Wadkar.

Components	Annual
Basic	84,000
HRA	29,400
Special Allowance	68,184
Fixed bonus	30,168
Total Fixed Compensation	2,11,752
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
Total CTC	2,62,164

Note:-** INR 24,000 per annum Transport Allowance over and above the above CTC (Applicable only to employees not availing company transport facility.)

MSC SERVICE CENTER INDIA PRIVATE LIMITED

Regd. Office - Kumbh Des, Tower B, 6th Floor, No. 14, 3rd Main Road, Ambatur Industrial Estate,
Ambatur, Chennai - 600 056, India. Tel - +91 44 71013450, Website - www.msc.com/IN / UTRX657N2JH5FTC101541



07/05/2019

To,

Ms. Rajshri Rajaram Waghmare
Near Netaji College,
Muhai District,
Solapur - 413213.

Dear Ms. Rajshri Rajaram Waghmare,

We are pleased to offer you an Appointment Offer with our Company as **Assistant Executive** at our Pune office in **Grade ED-A1** on the terms and conditions as discussed with you.

Our formal Appointment letter will be issued to you on your joining the Company.

We expect you to join us on **21/05/2019**.

Your employment offer is subject to **Medical examination** and issuance of satisfactory report by the Company's Doctor.

We look forward for a long and fruitful association with you.

Kindly sign and share the duplicate copy of this letter in token of your acceptance of the offer.

Thanking you,

For **MSC SERVICE CENTER INDIA PRIVATE LIMITED**

B. SURESH KUMAR
MANAGING DIRECTOR

Accepted and Signed by Rajshri Rajaram Waghmare

Dated: 9/05/2019

Name of the candidate	Sagar Wakde	
Grade	STR IA2	
Component		
Basic	5500.00	66000.00
HRA	3000.00	36000.00
Supplementary Allowance	15500.00	186000.00
Conveyance Allowance	3000.00	36000.00
Total (Basic + Allowances)	27000.00	324000.00
Retirals -		
PF (@ 12% of Basic)	660.00	7920.00
Gratuity (@ 6% Of Basic)	330.00	3960.00
Total	990.00	11880.00
Annual Components		
LTA		20000.00
Variable Pay (max payable)		60000.00
Sampling Entitlement		15000.00
Total Salary CTC	27990.00	430880.00
Travelling expenses (As per policy)		
Medical expense - Actuals for Self, Spouse and 2		

Name of the candidate	Sagar Wakde	
Grade	STR IA2	
Component		
Basic	5500.00	66000.00
HRA	3000.00	36000.00
Supplementary Allowance	15500.00	186000.00
Conveyance Allowance	3000.00	36000.00
Total (Basic + Allowances)	27000.00	324000.00
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Annual Components		
LTA		20000.00
Variable Pay (max payable)		60000.00
Sampling Entitlement		15000.00
Total Salary CTC	27990.00	430880.00
Travelling expenses (As per policy)		
Medical expense - Actuals for Self, Spouse and 2		



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

Sinhgad Collage Selected Candidates List

Rinku Mishra <rinkum@gttconnect.org>
To: Director CPC Placement <directorcpc.placement@sinhgad.edu>
Cc: amitb@gttconnect.in, praveenkumar@gttconnect.com

4 June 2019 at 10:22

Hello Priyanka,

As per yesterday's drive, please find attached select candidates list.


As of now total selected is 24 and some one of the candidates will confirm / join from tomorrow.

Thanks & Regards,

Rinku Mishra | Global Talent Track |

Contact : 9021258947

Empowering the Youth Worldwide

 **Shingad drive.xlsx**
12K



Sr no	Name	Remarks
1	Kiran eknath ingale	Select
2	Sumit Vishwas jadhav	Select
3	Akshay D sarode	Select
4	Kiran B sakhare	Select
8	Nitin suresh Gaikwad	Select
9	Siddheshwar Pande	Select
11	Salvi Wilson	Select
12	Patil Ashwin Ashok	Select
13	Rajmane Nagnath	Select
14	Nikhil Sakhare	Select
15	Kamble Gaurav Shivaji	Select
16	Parmeshwar Deshmukh	Select
17	Mahesh Bade	Select
19	Rushikesh Deshpande	Select
20	Rahul Pandit Changale	Select
22	Yenge Lingram Govindrao	Select
23	Manoj Suresh Bathe	Select
24	Sagar Avinash Patil	Select
25	Santosh Swami	Select
26	Nikhil Yadav	Select
27	Akshay Raut	Select
28	Nikhil Gaikwad	Select
29	Yogesh Surkute	Select
30	Omkar patil	Select





PRIVATE AND CONFIDENTIAL

Reference No. –1334213661

Applicant ID - 3185692

17-May-2019

Sonali Zine

Dear Sonali,

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.

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.



PRIVATE AND CONFIDENTIAL

Reference No. –1334213661

Applicant ID - 3185692

17-May-2019

Sonali Zine

Dear Sonali,

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 – Katraj

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 29-May-2019.
- 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.

ICICI Bank Limited
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Bandra-Kurla Complex
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CIN.: L65190GJ1994PLC021012

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



: 2 :

Reference No. - 1334213661

Sonali Zine

- **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
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Bandra-Kurla Complex
Mumbai 400 051, India.

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



: 3 :

Reference No. - **1334213661**

Sonali Zine

- 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.

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 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.



: 4:

Reference No. - **1334213661**

Sonali Zine

- **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,

JAISEE MEHTA
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.



: 5 :

Reference No. - 1334213661

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. 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.

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 Old Padra Road,
 Vadodara 390 007, India.



:6:

Reference No. - **1334213661**

Sonali Zine

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

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

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Old Padra Road,
Vadodara 390 007, India.



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.

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 Old Padra Road,
 Vadodara 390 007, India.



Remuneration Details

Name : Sonali Zine.

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 : 17-May-2019

ICICI Bank Limited
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Contact

8698423413 (Mobile)
akshaydarade2@yahoo.com

www.linkedin.com/in/akshay-darade-274258148 (LinkedIn)

Top Skills

IT Business Analysis

Business analyst

Scrum Master

Certifications

Scrum Foundation Professional Certificate (SFPC)

Introduction to Project Management

Scrum Fundamentals Certified (SFC)

Agile With Atlassian Jira

Agile Scrum Master

Akshay Darade

Business Analyst @ CRIF | Agile Project Management, IT Business Analysis

Pune, Maharashtra, India

Summary

As a Business Analyst at CRIF, I work with the IT products and services team to deliver solutions that meet the needs and expectations of the clients. I collaborate with stakeholders, developers, and testers to elicit, analyze, and document requirements, and to ensure quality and timely delivery of the projects.

I have a strong background in IT Business Analysis, Agile Environment, and Agile Project Management, with multiple certifications in Scrum and Agile. I have successfully handled projects in various domains, such as banking, finance, insurance, and e-commerce, and have increased user satisfaction, retention, and revenue. I have also demonstrated excellent communication, leadership, and problem-solving skills, as well as a result-oriented attitude. I am passionate about learning new technologies and systems, and enhancing my skills and knowledge. My goal is to contribute to the growth and innovation of the organization and the industry.

Experience

CRIF

Business Analyst

January 2023 - Present (1 year 3 months)

Pune, Maharashtra, India

NeoSOFT Technologies (A CMMi Level 5 Organization)

Business Analyst

October 2021 - January 2023 (1 year 4 months)

Pune, Maharashtra, India

Relyon Softech Ltd.

Project Coordinator

September 2018 - November 2020 (2 years 3 months)

Pune

Education

SKN Sinhgad School of Business Management

Master of Business Administration · (2017 - 2019)

Rajarshi Shahu (Autonomous) Mahavidyalaya, Latur

Bachelor of Computer Science · (June 2013 - April 2016)

Contact

www.linkedin.com/in/ankita-bhavsar-056713134 (LinkedIn)

Top Skills

Microsoft Office

Management

Microsoft Excel

Ankita Bhavsar

Human Resources Manager

Pune, Maharashtra, India

Summary

- MBA - HR with experience in Talent and Acquisition.
- Presently associated with F5 Web Solutions.
- Handling complete Recruitment Life Cycle, Starting from Requirement Gathering, Analysis, Selection of suitable Recruitment Channel, Find out the required Key Skills, Sourcing, Screening, Short-listing Profiles, Coordinate for Interview Process, Follow-ups and hold on candidate, Offer Rollout, Coordination for on boarding process, Post Joining Feedback, and good relationship management.
- Worked with multiple hiring managers.
- Conducting Initial HR evaluation of candidates on various traits like Required Job profile, Communication, Education background, Eligibility on required standards, Flexibility, CTC, Career Gap etc.
- Arranging and coordinating Weekend/Weekdays walk-in drives.

Experience

F5 Hiring/Web Solutions

3 years 8 months

HR Manager

December 2022 - Present (1 year 4 months)

Pune, Maharashtra, India

Human Resources Executive

August 2020 - December 2022 (2 years 5 months)

Pune, Maharashtra, India

Magna Automotive India Pvt. Ltd.

HR Executive

January 2019 - August 2020 (1 year 8 months)

Pune Area, India

Education

Sinhgad School of Business Management

Master of Business Administration - MBA, Human Resources Management/
Personnel Administration, General · (2017 - 2019)

NDMVP KBTCOE Nashik

Bachelor of Engineering - BE, Engineering · (2013 - 2017)

Contact

www.linkedin.com/in/saurabh-chandole-470724165 (LinkedIn)

Top Skills

SAP FICO

Certifications

SAP Certified Application Associate - Financial Accounting with SAP ERP 6.0 EhP7

SAP Certified Application Associate - SAP S/4HANA for Management Accounting Associates (SAP S/4HANA 2021)

SAP Certified Application Associate - SAP S/4HANA for Financial Accounting Associates (SAP S/4HANA 2021)

Saurabh Chandole

SAP Consultant FICO S4/HANA
Pune, Maharashtra, India

Experience

Eviden

SAP Consultant S/4 Hana FICO
April 2023 - Present (1 year)

Atos

SAP Associate Consultant
April 2023 - Present (1 year)
Pune, Maharashtra, India

Wns Global Services Limited Pune, Maharashtra India
Associate
July 2019 - March 2022 (2 years 9 months)

Education

Sinhgad Institute Of Management
Master of Business Administration - MBA, Finance · (2017 - 2019)

Contact

www.linkedin.com/in/sandeep-bijjaragi-ab2b9869 (LinkedIn)

Top Skills

Sequencing

Communication

Business Requirements

Sandeep Bijjaragi

Specialist, Product Engineering @ AGCO corporation.
Pune, Maharashtra, India

Summary

Cummins India:

System Integration and product design engineer. & Application engineer.

- Leading projects of various complexity for various customers as TPL. Resolving customer and field quality issues on current products and platform development projects
- Working closely with global customers to understand the requirements / project scope.
- Identify/define and execute verification & validation (DVP&R- Design verification plan & report) as per customer requirements and changes on the product.
- Lead and Execute DVP&R reviews with chief engineer and customer to get an alignment and approval.
- Lead Design reviews with cross functional team.
- Liaison with Global teams including Customer, program manager, cross functional teams (Purchasing, Supplier quality, manufacturing etc) for the project timelines and execution.
- Understand the customer level / system level packaging / changes and identify related validations
- Create the overall plan and share with customer and internal stakeholders.
- Provide/present the regular update to stakeholders including global customers
- Makes decisions in the areas of product selection, design, and integration that impact OEM machine performance, optimization, and quality.
- Develops strong working relationships with customer technical counterparts to serve as their primary liaison to deliver specialized product technical information,
- Preparation of the CRB pack for a new request for change or new requirement, and initiate the development in terms of VPI, VPC, and frig.
- Hands-on experience with Creo, Lotus Notes, Windchill, iDFMEA, Turbocharger performance, component validation, testing, Etc.

- Perform mechanical design and dimensional analysis. Perform preliminary structural, thermal, dynamic, and performance analyses for design validation.
- Testing components

Bharat forge: (Techno manager)

- Estimating parts and finding out tooling cost, define sales price at enquiry stage.
- Proficient in Designing tools for forging & Process Design Development.
- Hands on experience in CAD tools like UG NX 9, pro-e and AutoCAD.
- Having good knowledge and experience on PFRA, PPAP, APQP, STIC, FAIR,
- Good knowledge in product life cycle management and Project associative.
- Feasibility Study & Risk Analysis for forging components.
- Finding out investment required to capacity buildup.
- Working on process improvement in terms of Quality & Cost.
- Working on customer related issues, approvals and communicating with them.
- Virtual conformation of process in simulation software FORGENXT, hyper mesh.

Experience

AGCO Corporation

Product Engineering Specialist

November 2023 - Present (5 months)

Pune, Maharashtra, India

CUMMINS TECHNOLOGIES INDIA LIMITED

Technical Project Lead

September 2022 - March 2024 (1 year 7 months)

Pune, Maharashtra, India

Cummins India:

System Integration and product design engineer. & Application engineer.

- Leading projects of various complexity for various customers as TPL.
- Resolving customer and field quality issues on current products and platform development projects

- Execute turbocharger validations work for global company customers.
- Working closely with global customers to understand the requirements / project scope.
- Identify/define and execute verification & validation (DVP&R- Design verification plan & report) as per customer requirements and changes on the product.
- Lead and Execute DVP&R reviews with chief engineer and customer to get an alignment and approval. & Lead Design reviews with cross functional team.
- Liaison with Global teams including Customer, program manager, cross functional teams (Purchasing, Supplier quality, manufacturing etc) for the project timelines and execution.
- Create the overall plan and share with customer and internal stakeholders.
- Provide/present the regular update to stakeholders including global customers
- Makes decisions in the areas of product selection, design, and integration that impact OEM machine performance, optimization, and quality.
- Deliver specialized product technical information, manage product specifications, communicate product change information, conduct complex installation issue resolutions, and facilitate customer requests.
- Preparation of the CRB pack for a new request for change or new requirement, and initiate the development in terms of VPI, VPC, and frig.
- Hands-on experience with Creo, Lotus Notes, Windchill, iDFMEA, Turbocharger performance, component validation, testing, Etc.
- Perform mechanical design and dimensional analysis. Perform preliminary structural, thermal, dynamic, and performance analyses for design validation.
- Utilize consumer input in the design and development of products, merchandising, application, and end-use performance of our products.
- Testing components

Bharat Forge Ltd

6 years 2 months

Aerospace design Engineer

October 2018 - August 2022 (3 years 11 months)

Pune, Maharashtra, India

Project Associate

July 2016 - October 2018 (2 years 4 months)

Pune Area, India

Working in bahart forge as aerospace associative engineering.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, International
Business · (2017 - 2019)

Vishweshwaraay technical university belgaum

Bachelor's degree, Mechanical Engineering · (September 2010 - August 2014)

Contact

www.linkedin.com/in/manoj-bathe-894850172 (LinkedIn)

Top Skills

Management Information Systems (MIS)

Analytical Skills

Hindi

Manoj Bathe

Star Housing Finance Ltd
Pune/Pimpri-Chinchwad Area

Summary

To give maximum and maximum output for the success of the organization by the utilization of my abilities in the field of Finance that offers professional growth while being resourceful, innovative and flexible. Seeking an Finance Job where I can use my skills to contribute positively to the development of the organization & myself also have excellent communication and inter personal skills with the ability to work as a team member or individual. Seeking challenging career opportunities to utilize my skills and experience to gain comprehensive understanding at a reputed organization so as to take responsibility and apply my knowledge efficiently and effectively to achieve organizational goals

Experience

Star Housing Finance Ltd
Credit Officer
August 2022 - Present (1 year 8 months)
Pune division, Maharashtra, India

TATA CAPITAL HOUSING FINANCE LIMITED
Credit Process Analysts
December 2021 - Present (2 years 4 months)
Pune, Maharashtra, India

Education

Sinhgad Institute Of Management
mba, Finance, General · (2017 - 2019)

Contact

www.linkedin.com/in/rohan-bhoite-a349451b3 (LinkedIn)

Top Skills

Operations Management

Wholesale Lending

Wholesale Operations

Rohan Bhoite

Deputy Manager at ICICI Bank

Mumbai, Maharashtra, India

Summary

Expertise in Handling Credit Process Involving Analysis & Appraisal of Credit Proposals, In Depth Study Of Documents.

Worked UnderTheCreditTeam With Handling TheHL& LAP Product,Through ConductingPDAndLIP.

Visiting Clients Premises & undertaking following processes like Personal discussion

(PD),Liquid Income Process (LIP)Recommending Bankers the case strengths

Weakness & also recommending on the clients liquid income.

Experience

ICICI Bank

Deputy Manager

April 2022 - Present (2 years)

Andheri

Satin Finserv Limited

Senior Credit executive

February 2021 - May 2022 (1 year 4 months)

Thane, Maharashtra, India

SDP & ASSOCIATE

Credit Analyst

September 2020 - February 2021 (6 months)

Mumbai, Maharashtra, India

Working Assignment - Kotak Mahindra Bank

Department - Wholesale Banking SME Mortgage Banking

Handling the mortgage loans of SME Business sector.

Deep Study of financial and other mortgage documents.

Preparation of mortgage Documents for existing as well as for extension mortgage loans.

Sanction Letters to be checked for the property details;

Assets verification by documentation by sanction letter, property paper, valuation report, Title Search Report/ Title Clearance Report, etc.

Retrieving the relevant documents from system. If not available in the system then to follow up with RCAD Team for sharing the scan of the documents like TSRs; all previous executed MOEs; List of Document (LODs); Previous Notice of Intimation details

Sharing request letter with the clients for arranging NOC/ Permission to Mortgage from respective authorities, wherever applicable. For West – authorities are MIDC; CIDCO; MCGM; Collector of NOC etc as applicable; For North – authorities are HSIIDC, HUDA, UPSIDC, GDA, DDA etc as applicable. Sharing details of applicable Stamp duty (ESBTR / stamp papers) with clients so that clients can arrange stamp paper

Execution mortgage documents;

ROC charge filing.

Veeraghavan & Co.

1 year

credit/ Business Analyst

June 2018 - May 2019 (1 year)

Mumbai, Maharashtra, India

Expertise in Handling Credit Process Involving Analysis & Appraisal of Credit Proposals,

In Depth Study Of Documents.

Worked UnderTheCreditTeam With Handling TheHL& LAP Product,Through ConductingPDAndLIP.

Visiting Clients Premises & undertaking following processes like Personal discussion

(PD),Liquid Income Process (LIP)Recommending Bankers the case strengths Weakness & also recommending on the clients liquid income.

Credit and Business Analyst

June 2018 - May 2019 (1 year)

Mumbai, Maharashtra, India

Education

SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Master of Business Administration - MBA, finance · (2017 - 2019)

SK SOMAIYA COLLEGE OF ARTS SCIENCE AND COMMERCE

Bachelor of Commerce - BCom, Accounting and Finance · (2013 - 2016)

Contact

www.linkedin.com/in/rohan-sawant-532aa7144 (LinkedIn)

Top Skills

Data Science

Software Development Life Cycle (SDLC)

Requirements Analysis

Certifications

Lean Six Sigma Green Belt Certification

Data Science Foundations - Level 1

Data Science Foundations - Level 1

Rohan Sawant

Business Analyst at TCS

Pune, Maharashtra, India

Experience

Tata Consultancy Services

Associate Business Analyst

November 2021 - Present (2 years 5 months)

Pune, Maharashtra, India

Principal, Pune

Financial Analyst

July 2019 - November 2021 (2 years 5 months)

Pune Area, India

Education

SKN Sinhgad School of Business Management

Master of Business Administration - MBA, Finance, General · (2017 - 2019)

Marathwada Mitra Mandal's College of Commerce, Pune 4

Bachelor of Business Administration, Finance, General · (2014 - 2017)

Contact

www.linkedin.com/in/tejas-chaudhari-a8550a165 (LinkedIn)

Top Skills

Market Research

Analytics

Market Analysis

Languages

Hindi (Full Professional)

Marathi (Native or Bilingual)

English (Professional Working)

Certifications

Business Analytics Module

Business Analytics Course

Tejas Chaudhari

Senior Research Analyst at Market Research Future
Pune, Maharashtra, India

Summary

Experienced research consultant with a demonstrated history of working in the market research industry. Skilled in microsoft word, market analysis, market research, management, and business analytics. Strong consulting professional with a master of business administration focused in marketing from SKN Sinhgad School of Business Management.

Experience

Market Research Future® (MRFR)

2 years 3 months

Senior Research Analyst

June 2023 - Present (10 months)

Pune, Maharashtra, India

Research Analyst Level 2

January 2022 - Present (2 years 3 months)

Pune, Maharashtra, India

Future Market Insights

Associate Consultant

February 2019 - February 2022 (3 years 1 month)

Pune Area, India

Education

SKN Sinhgad School of Business Management

Master of Business Administration, Marketing · (2017 - 2019)

Kalyani Charitable Trusts Late G.N.Sapkal College of Engineering ,
Sapkal Knowledge Hub, Anjaneri Vadholi, Tryambakeshwar,
Dist.Nashik 422212

Bachelor of Engineering - BE, Civil Engineering · (2012 - 2016)

Contact

www.linkedin.com/in/vinod-avhad-5a39711b2 (LinkedIn)

Top Skills

Procurement

Invoice Processing

Procure-to-Pay

Vinod Avhad

Sr. Associate at WNS Global Services
Pune, Maharashtra, India

Experience

WNS

4 years 11 months

Senior Associate

August 2020 - Present (3 years 8 months)

Pune, Maharashtra, India

Associate

May 2019 - July 2020 (1 year 3 months)

Pune, Maharashtra, India

Education

Sinhgad Institute Of Management

Master of Business Administration - MBA, Finance, General · (May 2017 - July 2019)

Contact

www.linkedin.com/in/shraddha-dhumal-119825150 (LinkedIn)

Top Skills

Configuration of Workflows & Business Rules

Data Import & Export

Proxy Management

Certifications

Rolling Arrays HRTA Certified - Associate

SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2024

Shraddha Dhumal

Certified SAP SuccessFactors EC Associate Consultant
Pune, Maharashtra, India

Summary

SAP Employee Central

Experience

Rolling Arrays

Associate Consultant, SAP SF EC
October 2022 - Present (1 year 6 months)
Pune, Maharashtra, India

Nice Software Solutions Pvt. Ltd.

Executive Resource & Operations
February 2022 - October 2022 (9 months)
Kalyani Nagar, Pune

Neeiamo

Service Delivery Partner
December 2019 - February 2022 (2 years 3 months)
Hinjewadi Phase - I, Pune

Electronica Finance Limited

HR recruiter
April 2019 - October 2019 (7 months)
Erandwane, Pune

Gallagher

HR Intern
May 2018 - July 2018 (3 months)
Pune, Maharashtra, India

Education

SKN Sinhgad School of Business Management
Master of Business Administration, HR · (2017 - 2019)

NBN Sinhgad School of Engineering

Bachelor of Engineering - BE, Computer Engineering · (2013 - 2017)

05-Mar-2019

Amolkumar Ganeshrao Hake
At Hivalani Post Adgaon Near Water Tank
Pusad
Maharashtra 445215
India

Letter of Offer

Dear **Amolkumar**,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.** based at our **Pune - Magarpatta SEZ** office. The key components of your offer are as detailed below.

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

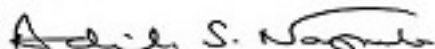
Compensation: Your Total Gross Pay will be **Indian Rupees 3,09,996 (Three Lakhs Nine Thousand Nine Hundred Ninety Six Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **07-Mar-2019**.

Place of work: Your initial place of work will be **Pune - Magarpatta SEZ**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

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For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP - HR
Head - Talent Acquisition Group

Accepted and Agreed

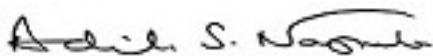
Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent ,pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward/ accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs/ guidance required to discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- k. You will automatically retire from the services of the Company on completing the age of 58 years.
- l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.

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For WNS Global Services Pvt. Ltd.

**Adil S Nargolwala
 Corporate VP - HR
 Head - Talent Acquisition Group**
Accepted and Agreed
Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such

- m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

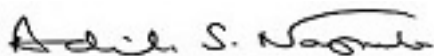
- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company at its sole discretion may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

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Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein

Yours faithfully,

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP - HR
Head - Talent Acquisition Group

Accepted and Agreed

Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

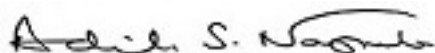
A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, X th , XII th Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License ,Voter's ID, Nationalized Bank Passbook with photograph and address , Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill – latest of Self or Parents, or Current lease deed – with you or your parents/ spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: X th , XII th , Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable)OR Marriage Affidavit with Couple Photo
L	Self declaration medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

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NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP - HR
Head - Talent Acquisition Group

Accepted and Agreed

Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

- a. Updated Resume.
- b. Marriage Certificate (if applicable).
- c. Self declaration medical Fitness form.
- d. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents.

- a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
- b. If you would like your family covered – Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

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SRI LANKA

UAE

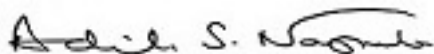
UK

USA

Information.....

- a. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
- b. Your blood group.
- c. Your family doctor's name, address, telephone and registration number.
- d. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP - HR
Head - Talent Acquisition Group

Accepted and Agreed

Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such



Extending Your Enterprise

www.wns.com

Annexure II			
Name	:	Amolkumar Ganeshrao Hake	
Title	:	Associate - Ops	
Role Band	:	A	
BU/ EU	:	Travel	
COMPENSATION COMPONENT	Ref	Amount (INR) Per Month	Amount (INR) Per Annum
Basic Salary		10,051	1,20,612
House Rent Allowance		5,026	60,312
City Compensatory Allowance		1,793	21,516
Sub Total - I	A	16,870	2,02,440
Bonus / Incentive (5)	(a)	1,901	22,812
Company's contribution to Provident Fund (2)		1,421	17,052
Company's contribution to ESI (4)		892	10,704
Sub Total - II	B	4,214	50,568
Flexikitty Reimbursement (1)		1,250	15,000
Sub Total - III	C	1,250	15,000
Total Fixed Pay	D = A + B + C	22,334	2,68,008
Bonus / Incentive at Maximum Level (5)	(b)	5,400	64,800
Gross Pay (CTC) at Minimum Level	E = D	22,334	2,68,008
Gross Pay (CTC) at Maximum Level	F = D + (b) - (a)	25,833	3,09,996
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Flexible Kitty Plan guidelines are as under:			
Flexible Kitty	Maximum Claimable		
Telephone Reimbursement	Maximum INR 15,000/- p.a.		
2) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
3) The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company Policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
4) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 4.75% of the monthly salary.			
5) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil S Nargolwala
Corporate VP - HR
Head - Talent Acquisition Group

Candidate's Name & Signature

The contents of this letter are confidential and should be treated as such

bajaj CONSUMER CARE

Ref. No. MUM/02-19/207

**Suraj Hulwan
,Pune**

Dear Suraj,

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

You will be joining us as **Sales Trainee** on the terms and conditions discussed and mutually agreed upon. You will, initially, have a one-week Induction in **Mumbai**. Subsequently, you will be placed in one of our Sales Headquarters for your traineeship. You will be informed about your final place of posting at the end of your traineeship.

You are advised to join the duties at **Mumbai** on or before **17th Aug, 2019**, failing which this offer may stand withdrawn.

At the time of joining please bring the following documents:

1. Three passport size color photographs.
2. Original and photocopies of all your certificates, 10th onwards (including experience certificates).
3. Copy of your PAN & AADHAR card.

As a next step you are advised to complete your pre joining medical examination. The details of the process will be shared with you shortly by your HRBP. Please note that this offer is subject to receipt of satisfactory report of your medical examination.

Please sign the duplicate copy of this letter as your acceptance to this offer and the conditions mentioned herein.

Thanking You,

Yours faithfully,
for Bajaj Consumer Care Ltd



Dipankar Ghosh
Head – Human Resources

ANNEXURE - I		
Bajaj Consumer Care Ltd		
Name	Suraj Hulwan	
Designation	Sales Trainee	
Components	Monthly (in Rs.)	Yearly (in Rs.)
Basic	15,000	180,000
House Rent Allowance	7,500	90,000
Special Allowance	8,629	105,948
Education Allowance	200	2,400
Food Coupons	2,400	26,400
Leave Travel Allowance	1,250	14,994
Provident Fund @ 12 % on Basic	1,800	21,600
Gratuity @ 4.81% on Basic	722	8,658
Total Fixed Pay (TFP)	37,500	450,000

Employee Benefits & Perquisites (Per Annum)	
Particulars	Description
Group Life Term Insurance	INR 20 Lakhs
Group Medi-Claim Hospitalization Benefit	Maximum Limit is INR 2 Lakhs which is a Family Floater for self, spouse and 2 children as per Company policy. Employee can include their dependent parents as beneficiaries by paying nominal premium.
Group Personal Accident Insurance	INR 10 Lakhs
Retention Bonus	Rs 40000/- to be paid at the end of the 1 st year & Rs 70000/- to be paid at the end of the 2 nd year. In case of Voluntary Separation, 100% recovery within 1st year & 50% recovery within 2nd year from the date of each payment.

Bajaj Consumer Care Ltd

(Formerly Bajaj Corp Ltd)

Registered Office: Old Station Road, Sevashram Chouraha, Udaipur - 313 001 (Rajasthan). Tel.: +91 0294-2561631, 2561632

Corporate Office: 1231, Solitaire Corporate Park, 151, M Vasanti Marg, Opp Apple Heritage, Chakala, Andheri (E), Mumbai - 400 093.

Tel.: +91 22 66919477 / 78 | Fax : +91 22 66919476 | CIN : L01110RJ2006PLC047173 | Web : www.bajajconsumercare.com

Apprenticeship Offer cum Appointment Letter

Date: Dec 19,2019

Candidate Name: Miss Asmita Ghadge.

Candidate ID: 1160203

Address: Mohan Nagar Dhankawadi Pune.

Dear Asmita,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program. Your designation under the Financial Markets Vertical would be an Analyst. Your functional title will be "**Analyst**". We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "**Contract**"). Please return a duly signed duplicate copy of this letter for our records. Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you. Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you.

Regards



Offered By: Sagar Shetty

Designation: Program Manager- Human Resources

Date: Dec 19,2019

Dear Asmita,

We are pleased to appoint you as **Analyst** under the Apprenticeship program. Your training with us will commence on "**Dec 21,2019**" and will continue until "**Jun 20,2020**".

Apart from the other policies binding upon you during your tenure with the company, the general terms and conditions under the Program are as follows:

1. Work Location

1.1. Your initial work location will be **Pune**. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your voluntary resignation / termination of the Program with the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, if applicable; you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment as an Analyst under the Financial Markets Vertical is contingent upon successful verification of all documents and information provided by you as a part of your joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability, should the results of your background investigation be negative. The HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including immediate termination of services.

2.4 Your offer of employment will not be valid if you are unable to provide all the mandatory documents on or before your Date of joining.

3. Remuneration, Benefits & Privileges.

Please refer to Annexure I for details on your remuneration and benefits applicable during

your training period.

4. Training

4.1 The tenure period, as stated in this Contract, constitutes your training period, the successful completion of which would determine the completion of your duration under this Program.

4.2 Notwithstanding the above mentioned clause, the Company reserves the right to put you under a training program with a different training period, as per the requirement of the specific business, the successful completion of which would determine the completion of your duration under the Program.

4.3 There will be multiple assessments conducted at periodic intervals during your training period. In the event of you being unsuccessful on assessment parameters as defined by the Company during or after the training period, the Company reserves the right to terminate your Contract under the Program with immediate effect, with a 30 days' notice period. Without prejudice to clause no.

4.1 and 4.2 as mentioned above, the Company may, during the period of training, terminate the Contract without any notice or payment in lieu of notice should you be found guilty of violation of any of the Company's policies or breach of Code of Conduct, which may not be conducive to the Company or its reputation.

4.4 After the completion of the aforementioned training period, the Company, at its sole discretion and depending on business requirements, may absorb you on its regular roll, depending upon your assessment parameters and on-the-job performance. The compensation structure that will be applicable in the event you are absorbed on the regular rolls of the Company will be as per Annexure 2.

4.5 In a scenario wherein these trainings are followed by an assessment, clearance of same becomes imperative. Non-clearance of the assessment, post defined attempts, would result in necessary disciplinary action; including but not limited to termination

5. Domain-based Specialized Training

5.1 You may be required to undergo designated specialized trainings, as required under the Program. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as you.

5.2 Further to the above clause, you may be required to enter into a service agreement with the Company on successful completion of your training period and being absorbed as a permanent employee. The details of such Agreement, as applicable, would be conveyed to you.

6. Leaves

6.1 During your tenure and training period under the Program, you would be eligible for 2 (two) leaves per month. All leaves applied for, will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy. The leave process shall be guided under the Leave policy of the Company.

6.2 You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the Company, in order to avoid such instances.

7. Separation

7.1. The Contract can be terminated by the Company, by giving you a notice of 30 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total fixed stipend earned for an equivalent period of time.

In case you decide to terminate your Contract with the Company, you may do so by serving Company with **30 days** written notice of termination, provided you terminate your Contract with the Company within five months of your joining the Company. However, if you decide terminate your Contract in the last month of your apprentice tenure, then in that case, irrespective of date of your termination notice, your Apprenticeship term with the Company shall expire on the last working day as determined from your above mentioned date of joining the Company and not by date of your termination notice. The company may waive off the notice period requirement, at its own prerogative and require you to compensate for the shortfall of notice period.

7.2. Without prejudice to any clause in this Contract, the Company also reserves the right to terminate your Contract under the Program for reasons mentioned below, with immediate effect, without any payment in lieu of notice period, whereupon your training period would cease immediately and you shall have no claim, whatsoever, against the Company for damages or otherwise by reason of such determination.

For the purposes of this Clause 7.2, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being serviced on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve) consecutive months; or
- c. You becoming of unsound mind; or
- d. You are convicted of a criminal offence;
- e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or
- f. You committing breach of any of your duties or obligations under the Contract; or. You refusing or neglecting to comply with any lawful and reasonable orders or directions given to you by the Company; or
- g. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or
- h. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or
- i. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results in your performance which are the requirements for meeting your job

responsibilities; or

- j. Causing damage to company's property; or
- k. Going on or abetting a strike in contravention of any law for the time being in force; or
- l. Committing theft, fraud, or dishonesty; or
- m. You being found guilty of any unlawful activity, including but not limited to threatening employees, security breaches, harassment, including sexual harassment, etc.
- n. For violating the Company's Code of Conduct and ethics, which goes against the ethos of the Company.

The list above is illustrative and by no means exhaustive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.3. In the event of continued absence of 3 (three) consecutive working days from work without prior sanction of leave or on remaining absent beyond the period of leave originally granted or subsequently extended, you shall lose lien on your appointment and your name will be struck off from the roll of the Company, treating you to have abandoned your employment as you do not have interest in the Program offered by the Company.

7.4 On termination of your Contract, all work carried out by you – both in physical and digital form – during your employment, shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.5 When your training under the Contract / Program with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media, and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs, and other personal property belonging to the Company and complete the due handover process during the notice period that you are required to serve by the Company. In the event of your failure to do so, you shall be liable to face legal proceedings and compensate the Company for any material loss of business, as determined by the Company at its sole discretion. The Company may withhold your exit clearance and / or full-and-final settlement on account of your breach of the Company's rules and regulations and until it is able to recover the losses incurred by it.

8. Working Hours

The training hours applicable to you will be the same as are observed, depending upon your process and program. The initial shift, location, or program allotted to you may change at any time during the period of Apprenticeship, as decided by the Company's management.

9. Conflict of Interest

9.1. During your service with the company you are expected to devote your whole time and attention to the company's affairs and refrain from directly or indirectly engaging in any other business. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business, during your employment with the Company. This restriction applies whether or not the other activity is of a similar nature to or competes in any material respect with any of the businesses of the Company.

9.2. You will not seek membership of any local, public or political bodies or undertake any other

business, assume any public office, honorary or remunerative, without the specific written permission of the HR Head. In the event of your becoming member of any local or public or political bodies or undertaking any business, assuming any public office without following due process as prescribed by the Company, you shall be deemed to have contravened the terms and conditions of employment and the Company reserves the right to take appropriate action as it deems fit including forthwith terminating your contract with the Company.

9.3. In case you join or are transferred to the Financial Markets vertical, you may be required to disclose the details of Demat / Trading account(s) held by you and your family members to meet the compliance requirements of the client.

10. Non - Disclosure

10.1. You hereby agree to sign and enter into a Non-Disclosure / Confidentiality Agreement on your date of joining or at any time thereafter in the format prescribed by the Company. You further agree that you shall keep the Company's Confidential Information (as defined in the Non-Disclosure / Confidentiality Agreement), whether or not prepared or developed by you, in the strictest confidence.

10.2. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and the Company will automatically be indemnified against any breach thereof.

11. Non-Solicitation of Employees and Clients and Non-Compete

11.1. During your tenure with the Company, thereafter immediately following the termination of your contract / end of the Program with the Company for any reason, you shall not:

- Undertake and ensure that directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment with the Company.
- Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company.
- Join the services or be associated with any former employee of the Company who is undertaking any activity competing with the business of the Company.

12. Jurisdiction

In case of any dispute or difference arising out of or under this contract, resulting into any proceeding before any Authority, Courts etc. in respect of this contract, the same will be subject to the jurisdiction of Mumbai.

13. Applicable Company rules and regulations

You will be governed by the Company's rules and regulations and practices as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you

14. Change in Terms and Conditions of your employment

The Company reserves the right to change the terms and conditions of this letter, which would be intimated to you either through changes in the Company's policies or through an amendment to your Contract, or through other means of communication, which would purport to amend the said terms of your Contract.

Your Apprentice appointment is contingent upon successful completion of background check; documents submitted by you will be sent for necessary verification and authentication to the background verification agency.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Regards

A handwritten signature in black ink, appearing to read 'S Shetty', written in a cursive style.

Offered By: Sagar Shetty

Designation: Program Manager- Human Resources

ANNEXURE I**Stipend and Benefits Applicable During the Contract Period****1. Stipend**

Your stipend will be Rs. 18,323 per month for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits**2.1 Group Medical Insurance**

- You are eligible for a floater medical insurance cover of INR 100,000 which covers your spouse, up to 2 children and yourself.
- The insurance is inclusive of pre-existing disease cover from the date of joining.
- You may also opt for an additional cover for your family, including your spouse, up to 2 children and parents / parents-in-law, post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary.

2.2 Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents.

2.3 Life Insurance

You are covered by a term life insurance cover of INR 500,000 under the Group Life Insurance Cover Policy

2.4 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of INR 1,400 will be deductible from your fixed stipend every month.

**Offered By: Sagar Shetty****Designation: Program Manager – Human Resources**

Accepted by: _____

(Name and Signature)

Date:

Contact

www.linkedin.com/in/sanyukta-jirapure-775205144 (LinkedIn)

Top Skills

Technical Recruiting
IT Recruitment
Management

Languages

Hindi (Elementary)
Marathi (Elementary)
English (Elementary)

Certifications

MS-CIT

Sanyukta Jirapure

IT Recruiter/ Associate Consultant at CareerNet Technologies
Pune, Maharashtra, India

Summary

HR Recruiter, IT Recruiter

Experience

CareerNet Technologies
Associate Consultant
October 2020 - Present (3 years 6 months)
Pune, Maharashtra, India

Working as a IT Recruiter for permanent position.
End to End Recruitment

Responsibilities:

- #Proficiency in managing recruitment process including sourcing, screening, On Boarding Candidates, Salary Negotiation and shortlisting the candidates
- #Coordinating with Vendors to close the open requirements.
- #Using Naukri Portal , internal database, and employee referralsfor hiring , LinkedIn for Job Posting.
- #Recruiting for MNC Company and Mid Level Companies.
- #Experienced in Niche Skill Hiring.
- #Interviewing candidates on primary level and scheduling their interviews.
- #Complete follow up and coordination with candidates from interview till post joining.
- #Responsible for PAN India hiring / Domestic Hiring.
- #Identifying the candidates based on the technical requirements, scheduling interviews, verifying candidate's credentials and expectation.
- #Maintain tracker sheets; client wise, requirement wise, for candidates sourced through portals & network building.
- #Maintaining the skill wise database and using it depending upon the requirements and uploading profiles in AMS/CRPO portal.

Also Using CRPO for Tagging Candidates and Reporting Offers.

Brainworks Business Solutions Private Limited

Senior Executive Talent Acquisition
March 2019 - October 2020 (1 year 8 months)
Pune, Maharashtra, India
HR Recruiter /IT Recruiter

Experience in Contract to Hire and Permanent Positions

ICICI Securities
Summer Internship
June 2017 - August 2017 (3 months)
swargate pune
financial service

Education

sknssbm
dual mba , Human Resources Management · (2018 - 2019)

sknssbm
Master of Business Administration, Finance, General · (2016 - 2018)

sinhgad college of science
BCA · (2013 - 2016)

n.m.v junior college
11th,12th commerce, commerce · (2012 - 2013)

venkateshwara school
· (2011)

Contact

www.linkedin.com/in/shubham-pangal-2ab69222a (LinkedIn)

Top Skills

Microsoft Excel
 Problem Solving
 Reporting & Analysis

Certifications

Excel: VLOOKUP and XLOOKUP for Beginners
 Six Sigma Green Belt (CSSGB)
 Lean Six Sigma White Belt Certification
 The Future of Audit
 SAP ERP Essential Training

Shubham Pangal

Accounts Payable Analyst
 Pune, Maharashtra, India

Summary

3+ years of experience in Accounts Payable, Passionate about procedure and compliance, Always looking to introduce and implement process optimization and auditing procedures. Looking to take on new challenges and create similar efficiencies as Accounts Payable.

Experience

CrowdStrike

Accounts Payable Analyst
 June 2022 - Present (1 year 10 months)
 Pune, Maharashtra, India

Johnson Controls

Junior Executive
 November 2019 - May 2022 (2 years 7 months)
 Pune, Maharashtra, India

- Performing invoice processing activity and ensuring accuracy as per agreed KPI.
- Help the team to resolve queries from vendors and client
- Training the new team members on the process
- To resolve business queries on priority
- Leading the weekly business connect with business leaders sharing the process high & low points. Raising the challenges and assuring to fulfill the requirements.
- Drive and implement process improvement ideas, process automation, to focus on process standardization across the P2P work stream
- Actively involved in workflow migration project Rapid to Maple
- Acted as first point of contact for all escalations and all helpdesk queries
- Moreover, also acting as coordinator with VMF, Payment and IT team
- Being a back-up of process leader, got trained on all process activities carried in daily routine.
- Working on Larry Report, Accrual as month end activities

- Publishing reports to Management on daily, weekly, monthly basis
 - o Daily-
Production Report, Dashboard Report, Outstanding Volume Report, Allocation, Attendance Tracker and Issues Tracker
 - o Weekly-
Business Queue Report, GRN BOT Report, Accrued Receipt Report
 - o Monthly-
MEC Report, Crystal Report, Operational Deck and KPI
- Performing regular audit and to validate internal controls has been adhered to ensure operation is compliant as per company policy

- o SA (SOX Audit)
- o Central Audit
- Working as key person to fulfill internal & external audit/ PWC Audit.
- SOP updating task managed periodically
- Always ensured to create 2-layer backup for above all activities to avoid any negative impact

Education

Sinhgad Institute Of Management

Master of Business Administration - MBA, Finance · (August 2017 - August 2019)

FIXED TERM CONTRACT OF EMPLOYMENT

Dear **Dipa Vijay Chandak**,

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 **11 Apr 2019 to 12 May 2020** 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 wholeheartedly 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.
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

DEPUTATION

Dear **Dipa Vijay Chandak**

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 **11 Apr 2019**, The terms and conditions of your deputation will be as follows:

1. You will, with effect from **11 Apr 2019**, 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.
CEO

I hereby accept the above mentioned terms and conditions

Signature:

Date:

Name	Dipa Vijay Chandak	Location	Pune•Baramati
Designation	ECA	Employee Code	
Father Name	Vijay Chandak.	DOB	18 June1995
Period Of Employment	11 Apr 2019 to 12 May 2020		

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,

Yourstruly,
 For CIEL HR Services Pvt L
 CEO

I hereby accept the above•mentioned terms and conditions

Signature:

Date:

LIFE GOALS. **DONE.**

Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIALDate: **June 13,2019****Sarthak Bhagchand Jain.****At post lasurne,****Indapur****Maharashtra, 413104****Subject: Offer Letter****Dear Sarthak ,**

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 **Manish Kapile**
- 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 June 25, 2019. 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: June 25,2019
Name:	Sarthak Bhagchand Jain		
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 Medclaim 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

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

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

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: customer@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



Date: 24 July 2019

Name: Satyam Jha,

Address: Lane no 2 Telco

coloney Dattanagar Pune.

Maharashtra- 411046

Subject: Employment Offer

Dear Mr.. Satyam,

We are delighted to make you an offer with our organization for the position of **Associate**.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
 - As discussed and agreed with you, your annual cost-to-company (CTC) would be **Rs. Two Lakh Sixty-Two Thousand One Hundred and Sixty Four Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay program subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay program will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **24 July 2019**. This offer of employment will lapse in case you are unable to join on the above mentioned date.

METRO Global Business Services Pvt. Ltd

Cluster "D" Wing 2, 6th Floor , EON Free Zone, Plot No. 1, Survey No. 77, MIDC, Kharadi Knowledge Park, Pune – 411 014, Maharashtra, India. Tel. 020 71001500

Member of METRO Group

CIN – U74900PN2011PTC138620



- This offer is valid, subject to:
 - All information provided by you, during your discussions with our company representatives being accurate.
 - Satisfactory reference checks.
 - Satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd”.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.

I have read, understood and agree with the terms and conditions outlined above and I accept employment with “METRO Global Business Services Pvt. Ltd”.

Signature

Date



Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

On joining you will also be required to furnish the following:

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



Annexure 2

Compensation Structure

Satyam Jha

Components	Annual
Basic	84,000
HRA	29,400
Special Allowance	68,184
Fixed bonus	30,168
Total Fixed Compensation	2,11,752
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
Total CTC	2,62,164

Note:-** INR 24,000 per annum Transport Allowance over and above the above CTC (Applicable only to employees not availing company transport facility.)

FIXED TERM CONTRACT OF EMPLOYMENT

Dear **Sagar Vinayak Kothavale**,

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 **11 Apr 2019 to 12 May 2020** 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 wholeheartedly 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.
CEO

I hereby accept the above-mentioned terms and conditions

Signature:

Date:

DEPUTATION

Dear **Sagar Vinayak Kothavale**

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 **11 Apr 2019**, The terms and conditions of your deputation will be as follows:

1. You will, with effect from **11 Apr 2019**, 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.
CEO

I hereby accept the above mentioned terms and conditions

Signature:

Date:

Name	Sagar Vinayak Kothavale	Location	Pune•Baramati
Designation	ECA	Employee Code	
Father Name	Vinayak Kothavale.	DOB	08 June1996
Period Of Employment	11 Apr 2019 to 12 May 2020		

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,

Yourstruly,
 For CIEL HR Services Pvt L
 CEO

I hereby accept the above•mentioned terms and conditions

Signature:

Date:

Dated 15 June 2019

To,

Kajal Gangagiri Giri.
Dange Chauk Jalgaon MAHARASHTRA 425001

OFFER OF TRAINING

Dear Kajal Gangagiri Giri.

With reference to your participation in our campus selection drive, we are pleased to offer/appoint you as **'Management Trainee'** on "MT-Grade" in **Credit Department** of the company, on a consolidated stipend of **₹25000/- (INR Twenty-Five Thousand Only)** per month subject to your joining on or before 25-07-2019 at our Kolhapur. The office timings are 09:30AM to 06:30PM.

The terms and conditions governing your training are mentioned below:

- 1) That, based on our discussion and mutual consent on the terms and conditions related to your training and further provisional employment; you would require to sign this Offer-cum-Appointment Letter along-with 2 year's Indemnity Bond on joining.
- 2) That, during the training period you are required to undertake all duties and activities as assigned to you by your reporting superiors, head of the department or management.
- 3) That, during the training period and further provisional employment, you will not act in any manner, prejudicial to the interest of the company.
- 4) That, to provide you wide exposure during your training or considering the work exigencies during your provisional employment; on sole discretion of management, you shall always liable to be transferred from any section/department/office/ location to any other section/department/office/location of the company's establishments, divisions and/or associates/affiliates situated in any part of India. On your transfer, you will be governed by the Company's policies, rules, and regulations applicable to the establishment in which you are posted.
- 5) That, other than consolidate stipend you shall also be entitled for other benefits (if any) as applicable to your position/grade, please note that the company reserves the sole discretion to review/increase/decrease the benefits considering the forthcoming work requirements/business exigencies etc.
- 6) That, as per the company policy, you shall be entitled for one CUG connection and the use of it would be restricted to official purpose only; it would be your sole responsibility to prevent this from any misuse or its use in any illegal activity.
- 7) That, as per applicable laws/rules, your consolidated stipend/salary/income from company in any manner shall always be subject to the deduction of applicable taxes at source, such as Income Tax, Professional tax etc.
- 8) That, your grade elevation during training/employment will be purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 9) That, the lack of success at any stage of the training or lack of acceptance participation will be reason for removal from the position OR put you on the PIP "Performance Improvement Plan".
- 10) That, on successful completion of one year training period, your services may be confirmed in the Company on appropriate cadre/grade, purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 11) That, your provisional appointment is subject to:
 - a) That, your provisional appointment shall be subject to your medical report declaring you "Physically & Mentally Fit" from the company's panel of Doctor's, or any other medical practitioner duly authorized by the company. For this you will have to undergo for 'Medical Examination'.
 - b) That, your training and further provisional employment shall be subject to the successful completion of your graduation/post-graduation and submission of necessary documents (marksheets/degrees) to the concerned person at HR Department of the Company.
- 12) That, the Company reserves the sole discretion to suspend/terminate your training/services on grounds of misconduct or breach or violation of the terms and conditions of this letter/undertaking or violation of any rules, regulations or standing orders of the Company by giving you seven calendar days' notice or upon payment of stipend in lieu thereof.
- 13) That, it will be expected from you to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

AAVAS FINANCIERS LIMITED

(Formerly known as 'Au HOUSING FINANCE LIMITED')

An ISO 9001:2015 Certified Company

CIN NO.: L65922RJ2011PLC034297

Regd. & Corp. Office: 201-202, 2nd Floor, Southend Square,

Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888

E-Mail: info@avas.in, Website: www.avas.in



- 14) That, you will also be governed by the standard terms and conditions applicable on the trainees/employees of the company existing now and as may be amended from time to time.
- 15) That, this provisional appointment is being made based on the information furnished in your application for employment, subsequent interviews and documents submitted by you during the process; If, at any time during the process or in future, it comes to light that any of the information/document submitted by you is incorrect/false or forged or any relevant information has been withheld by you, then your employment shall liable to be terminated with immediate effect without giving any further notice or compensation
- 16) You will be elevated as Assistant Manager (grade-m3), based on gross performance towards work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.

If you are agreed to the aforesaid terms and conditions, please duly sign the copy of this letter as a token of your acceptance of the above terms and conditions of this appointment and return the same to us.

The AAVAS FINANCIERS LIMITED heartily welcomes you on board and wish you ALL THE VERY BEST for a bright and mutually rewarding association with us.

**Yours faithfully,
For & on behalf of the Aavas Financiers Limited**



**PRASHANT KUMAR PANDEY
HEAD TALENT ACQUISITION**

Acceptance

I hereby declare that I have thoroughly read and understood the terms and conditions of training mentioned herein this letter; and I do accept and undertake the same and shall be abide by the mentioned terms and conditions.

SIGNATURE-.....

DATE..... PLACE:

AAVAS FINANCIERS LIMITED

(Formerly known as "Au HOUSING FINANCE LIMITED")

An ISO 9001:2015 Certified Company

CIN NO.: L65922RJ2011PLC034297

Regd. & Corp. Office: 201-202, 2nd Floor, Southend Square,

Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888

E-Mail: info@aavas.in, Website: www.aavas.in

AAVAS

Dated 15 June 2019

To,
Prajyot Goraksh Dhokale.
Maruti nivas Pune MAHARASHTRA 411042

OFFER OF TRAINING

Dear Prajyot Goraksh Dhokale.

With reference to your participation in our campus selection drive, we are pleased to offer/appoint you as **'Management Trainee'** on "MT-Grade" in **Credit Department** of the company, on a consolidated stipend of **₹25000/- (INR Twenty-Five Thousand Only)** per month subject to your joining on or before 25-07-2019 at our Kolhapur. The office timings are 09:30AM to 06:30PM.

The terms and conditions governing your training are mentioned below:

- 1) That, based on our discussion and mutual consent on the terms and conditions related to your training and further provisional employment; you would require to sign this Offer-cum-Appointment Letter along-with 2 year's Indemnity Bond on joining.
- 2) That, during the training period you are required to undertake all duties and activities as assigned to you by your reporting superiors, head of the department or management.
- 3) That, during the training period and further provisional employment, you will not act in any manner, prejudicial to the interest of the company.
- 4) That, to provide you wide exposure during your training or considering the work exigencies during your provisional employment; on sole discretion of management, you shall always liable to be transferred from any section/department/office/ location to any other section/department/office/location of the company's establishments, divisions and/or associates/affiliates situated in any part of India. On your transfer, you will be governed by the Company's policies, rules, and regulations applicable to the establishment in which you are posted.
- 5) That, other than consolidate stipend you shall also be entitled for other benefits (if any) as applicable to your position/grade, please note that the company reserves the sole discretion to review/increase/decrease the benefits considering the forthcoming work requirements/business exigencies etc.
- 6) That, as per the company policy, you shall be entitled for one CUG connection and the use of it would be restricted to official purpose only; it would be your sole responsibility to prevent this from any misuse or its use in any illegal activity.
- 7) That, as per applicable laws/rules, your consolidated stipend/salary/income from company in any manner shall always be subject to the deduction of applicable taxes at source, such as Income Tax, Professional tax etc.
- 8) That, your grade elevation during training/employment will be purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 9) That, the lack of success at any stage of the training or lack of acceptance participation will be reason for removal from the position OR put you on the PIP "Performance Improvement Plan".
- 10) That, on successful completion of one year training period, your services may be confirmed in the Company on appropriate cadre/grade, purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 11) That, your provisional appointment is subject to:
 - a) That, your provisional appointment shall be subject to your medical report declaring you "Physically & Mentally Fit" from the company's panel of Doctor's, or any other medical practitioner duly authorized by the company. For this you will have to undergo for 'Medical Examination'.
 - b) That, your training and further provisional employment shall be subject to the successful completion of your graduation/post-graduation and submission of necessary documents (marksheets/degrees) to the concerned person at HR Department of the Company.
- 12) That, the Company reserves the sole discretion to suspend/terminate your training/services on grounds of misconduct or breach or violation of the terms and conditions of this letter/undertaking or violation of any rules, regulations or standing orders of the Company by giving you seven calendar days' notice or upon payment of stipend in lieu thereof.
- 13) That, it will be expected from you to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

AAVAS FINANCIERS LIMITED

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E-Mail: info@avas.in, Website: www.avas.in



- 14) That, you will also be governed by the standard terms and conditions applicable on the trainees/employees of the company existing now and as may be amended from time to time.
- 15) That, this provisional appointment is being made based on the information furnished in your application for employment, subsequent interviews and documents submitted by you during the process; If, at any time during the process or in future, it comes to light that any of the information/document submitted by you is incorrect/false or forged or any relevant information has been withheld by you, then your employment shall liable to be terminated with immediate effect without giving any further notice or compensation
- 16) You will be elevated as Assistant Manager (grade-m3), based on gross performance towards work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.

If you are agreed to the aforesaid terms and conditions, please duly sign the copy of this letter as a token of your acceptance of the above terms and conditions of this appointment and return the same to us.

The AAVAS FINANCIERS LIMITED heartily welcomes you on board and wish you ALL THE VERY BEST for a bright and mutually rewarding association with us.

**Yours faithfully,
For & on behalf of the Aavas Financiers Limited**



**PRASHANT KUMAR PANDEY
HEAD TALENT ACQUISITION**

Acceptance

I hereby declare that I have thoroughly read and understood the terms and conditions of training mentioned herein this letter; and I do accept and undertake the same and shall be abide by the mentioned terms and conditions.

SIGNATURE-.....

DATE..... PLACE:

AAVAS FINANCIERS LIMITED

(Formerly known as "Au HOUSING FINANCE LIMITED")

An ISO 9001:2015 Certified Company

CIN NO.: L65922RJ2011PLC034297

Regd. & Corp. Office: 201-202, 2nd Floor, Southend Square,

Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888

E-Mail: info@aavas.in, Website: www.aavas.in

AAVAS

Dated 15 June 2019

To,

Sham Bandu Eke.
DEOLA NIM GALLI DEOLA NASHIK MAHARASHTRA 423102

OFFER OF TRAINING

Dear Sham Bandu Eke.

With reference to your participation in our campus selection drive, we are pleased to offer/appoint you as **'Management Trainee'** on "MT-Grade" in **Credit Department** of the company, on a consolidated stipend of **₹25000/- (INR Twenty-Five Thousand Only)** per month subject to your joining on or before 25-07-2019 at our Kolhapur. The office timings are 09:30AM to 06:30PM.

The terms and conditions governing your training are mentioned below:

- 1) That, based on our discussion and mutual consent on the terms and conditions related to your training and further provisional employment; you would require to sign this Offer-cum-Appointment Letter along-with 2 year's Indemnity Bond on joining.
- 2) That, during the training period you are required to undertake all duties and activities as assigned to you by your reporting superiors, head of the department or management.
- 3) That, during the training period and further provisional employment, you will not act in any manner, prejudicial to the interest of the company.
- 4) That, to provide you wide exposure during your training or considering the work exigencies during your provisional employment; on sole discretion of management, you shall always liable to be transferred from any section/department/office/ location to any other section/department/office/location of the company's establishments, divisions and/or associates/affiliates situated in any part of India. On your transfer, you will be governed by the Company's policies, rules, and regulations applicable to the establishment in which you are posted.
- 5) That, other than consolidate stipend you shall also be entitled for other benefits (if any) as applicable to your position/grade, please note that the company reserves the sole discretion to review/increase/decrease the benefits considering the forthcoming work requirements/business exigencies etc.
- 6) That, as per the company policy, you shall be entitled for one CUG connection and the use of it would be restricted to official purpose only; it would be your sole responsibility to prevent this from any misuse or its use in any illegal activity.
- 7) That, as per applicable laws/rules, your consolidated stipend/salary/income from company in any manner shall always be subject to the deduction of applicable taxes at source, such as Income Tax, Professional tax etc.
- 8) That, your grade elevation during training/employment will be purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 9) That, the lack of success at any stage of the training or lack of acceptance participation will be reason for removal from the position OR put you on the PIP "Performance Improvement Plan".
- 10) That, on successful completion of one year training period, your services may be confirmed in the Company on appropriate cadre/grade, purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 11) That, your provisional appointment is subject to:
 - a) That, your provisional appointment shall be subject to your medical report declaring you "Physically & Mentally Fit" from the company's panel of Doctor's, or any other medical practitioner duly authorized by the company. For this you will have to undergo for 'Medical Examination'.
 - b) That, your training and further provisional employment shall be subject to the successful completion of your graduation/post-graduation and submission of necessary documents (marksheets/degrees) to the concerned person at HR Department of the Company.
- 12) That, the Company reserves the sole discretion to suspend/terminate your training/services on grounds of misconduct or breach or violation of the terms and conditions of this letter/undertaking or violation of any rules, regulations or standing orders of the Company by giving you seven calendar days' notice or upon payment of stipend in lieu thereof.
- 13) That, it will be expected from you to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

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- 14) That, you will also be governed by the standard terms and conditions applicable on the trainees/employees of the company existing now and as may be amended from time to time.
- 15) That, this provisional appointment is being made based on the information furnished in your application for employment, subsequent interviews and documents submitted by you during the process; If, at any time during the process or in future, it comes to light that any of the information/document submitted by you is incorrect/false or forged or any relevant information has been withheld by you, then your employment shall liable to be terminated with immediate effect without giving any further notice or compensation
- 16) You will be elevated as Assistant Manager (grade-m3), based on gross performance towards work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.

If you are agreed to the aforesaid terms and conditions, please duly sign the copy of this letter as a token of your acceptance of the above terms and conditions of this appointment and return the same to us.

The AAVAS FINANCIERS LIMITED heartily welcomes you on board and wish you ALL THE VERY BEST for a bright and mutually rewarding association with us.

**Yours faithfully,
For & on behalf of the Aavas Financiers Limited**



**PRASHANT KUMAR PANDEY
HEAD TALENT ACQUISITION**

Acceptance

I hereby declare that I have thoroughly read and understood the terms and conditions of training mentioned herein this letter; and I do accept and undertake the same and shall be abide by the mentioned terms and conditions.

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

Registration Certificate

Registration Number : 27CIAPA6076J1Z9

1.	Legal Name	GANESH RADHU ADHAV			
2.	Trade Name, if any	Mother touch			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	near Rote imaging centre, 1, 1037, A/9, Adhav complex, lane 1, Bagwan nagar , shirur, Shirur, Pune, Maharashtra, 412210			
5.	Date of Liability				
6.	Period of Validity	From	22/03/2022	To	Not Applicable
7.	Type of Registration	Regular			
8.	Particulars of Approving Authority	Maharashtra			
Signature					
Name		SUVARNA MANIK MOTE			
Designation		State Tax Officer			
Jurisdictional Office		SHIRUR_701			
9. Date of issue of Certificate		22/03/2022			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 22/03/2022 by the jurisdictional authority.



सत्यमेव जयते

GSTIN	27CIAPA6076J1Z9
Legal Name	GANESH RADHU ADHAV
Trade Name, if any	Mother touch

Details of Additional Places of Business

Total Number of Additional Places of Business in the State	0
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GSTIN	27CIAPA6076J1Z9
Legal Name	GANESH RADHU ADHAV
Trade Name, if any	Mother touch

Details of Proprietor

1



Name	GANESH RADHU ADHAV
Designation/Status	Prop
Resident of State	Maharashtra