



PRIVATE & CONFIDENTIAL

Mr VISHAL ULHAS BHADANE
Employee Code: 302233
Location: SHIVSHANTI NIWAS
SHRI NAGAR YEOLA ROAD
KOPARGAON AHMEDNAGAR

APPOINTMENT CUM WORK ASSIGNMENT LETTER

Dear VISHAL ULHAS BHADANE,

We are pleased to appoint you as BDO with our Client place, on a fixed Term Basis. You have to complete pending Joining Formalities within 10 days from the date of your joining 18-10-2021.

In addition to this :

As the Project work awarded to us by our Clients is only for a certain period and therefore your assignment with us will be as per terms mentioned in the Letter of Engagement. If however, the Project work is extended, your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the Company. Your employment is governed by the contractual agreement between Buzzworks Business Services Pvt. Ltd and Client for which your services have been engaged.

If however the project work awarded to us is completed before time or if is terminated for any reasons whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.

Your employment regarding and CTC details are as per the details mentioned in Schedule-1. The net salary is subject to Income Tax. Your salary is payable only through electronic payment mode such as EFT/NEFT/RTGS/ECS or account payable cheque for which you have to provide relevant information at the time of joining. One month grace period shall be provided to you on reasonable ground.

In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, and Bonus Act where applicable will be as per the government regulations. Salary would be receivable on or before 10th of the subsequent month, subject to receipt of corresponding payments from our Client where you will be deployed. Any discrepancy in the salary received needs to be reported to our nearest branch within 7 days of receipt of salary after which, it will be considered as correct and further claims will not be entertained. Gratuity will be payable as per Payment of Gratuity Act, 1972.

TDS will be deducted at rates applicable as per Income Tax Act, in case PAN number along with proof is not provided to nearest Branch within 7 days of joining. Any unclaimed salary within 3 years from when it is due, will be paid to Labour Welfare Fund as per Labour Welfare Fund Act. You will be entitled to leave as per the practice followed by the client

Your coverage under ESIC scheme is subject to adherence of rules & regulation of it. It is mandatory for you to submit Aadhar Card (UID) including your family within one month from the date of issuance of ESIC number, if you fail to submit the Aadhar Card (UID) within stipulated period in that case you will not be eligible to take benefits of ESIC coverage and in that Circumstances Company shall not be held responsible.

You are eligible under Provident Fund scheme subject to adherence of rules & regulation of it. It is also mandatory for you to submit Aadhar Card (UID), PAN Card & Bank A/c. No. with IFSC (collectively referred as 'KYC') within one month from your date of joining, if you fail to submit the KYC within stipulated period in that case as per PF norms you will not able to withdraw or transfer or to take any benefits of PF and in that circumstances company shall not be held responsible or liable.

Since our Client undertakes contract projects, you may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the State for the purpose of discharging your duties as and when the situation demands, at the said working hours.

You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the Management. If you are found involved in any act which is unethical or can be considered as breach of integrity or in the opinion of the Company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all-time during the tenure of this Contract of employment you will be bound by any Rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matters relating to service conditions.

Either party can terminate the contract during the existence of a work assignment by providing a notice of One Month to the other Party if you have completed 6 months or more else notice of Fifteen days is to be provided. This is as per the terms laid out in the Letter of Engagement. 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 clients. Your continuance in employment is subject to your remaining physically and mentally fit. As and when required, the Management may require you to submit yourself to medical examination by a physician of the choice of the management.

Registered Office Address:

Buzzworks Business Services Pvt Ltd

3rd Floor, No 84, Marugesa Naicker Building, Creams Road, Thousand Lights, Chennai - 600006


Principal
B.S.G.M. College
Kopergaon

Annexure

SALARY HEAD	MONTHLY	YEARLY
Basic	11577	138924
Bonus	964	11568
Other Allowance	4459	53508
Gross Salary	17000	204000
Total Earning	17000	204000
EPF Employee Contribution	1800	21600
ESI Employee Contribution	128	1536
Professional Tax	200	2400
Total Deduction	2128	25536
Net Salary	14872	178464
EPF Employer Contribution	1950	23400
ESI Employer Contribution	553	6636
Total Employer Contribution	2503	30036
Cost to Company	19503	234036

**This is a system generated letter hence signature is not required from BBSPL admin.
Read, Understood & Accepted,**

Mr VISHAL ULHAS BHADANE, Employee Code: 302233

In order to confirm your acceptance of this appointment letter, please countersign above and return one original to our attention.

We take this opportunity of welcoming you to our BBSPL team .


OFFER OF EMPLOYMENT
13-Nov-2021
Abhishek Aher

Dharangaon, Ahmednagar.

Dear Abhishek,

It was a pleasure meeting with you to discuss a career opportunity and we would like to make you an offer of employment with Suryoday Small Finance Bank ("the Bank"). You will be designated as **Assistant** in Band **1A - I**, performing the role of **Collection Officer Trainee in Inclusive Finance** in our organization, based initially at our **Ghoti** office, reporting to **Deputy Manager** or to any other official as decided by the bank from time to time.

Your Initial Fixed Compensation on a Cost-To-Company basis will be **Rs. 16,057 Per Month** i.e. **Rs. 1,92,696 Per Annum** as per the structure in the attached Annexure A. The Bank currently does not have a separate variable compensation. You will be eligible for the Employee Benefits like Mediclaim, Personal Accident Insurance and Term Life Insurance as per extant policy of the Bank.

You are required to submit copies of the following documents at the time of joining:

- **RESUME** – Copy of your updated resume
- **EDUCATION CERTIFICATES** – Certified Copies of all Degrees, Diplomas, Training, Etc
- **COLOUR PHOTOGRAPHS** – SIX Passport Sized **WHITE BACKGROUND ONLY**
- **PROOF OF IDENTITY** – Copy of PAN Card and Aadhar Card **MANDATORY**
- **PROOF OF PERMANENT ADDRESS** –Voter ID, Passport (if available).
- If previously employed:
 - **RELIEVING LETTER** from your last employer
 - **LATEST SALARY SLIP** from your last employer
 - **FORM 16** or **TAXABLE INCOME STATEMENT** duly certified by your last employer
 - **WORK EXPERIENCE CERTIFICATES** from ALL previous employers

The following are additionally required for all field employees:

- **DRIVING LICENSE** - Copy
- **VEHICLE RC BOOK** - Copy
- **DECLARATION** that you are authorised to use the vehicle, if not owned by you.

As a token of your acceptance of our offer, you are requested to sign a copy of this letter indicating your joining date and return the same to us within three days beyond which date this offer stands automatically cancelled unless specifically agreed upon by us.

This offer is being made based on the information furnished by you with regard to your qualifications, experience, references, etc and is subject to background verification checks including but not limited to (a) your existing/previous employers, (b) educational institutions, (c) references, (d) police records, etc and with credit bureaus for credit history. By accepting this offer of employment, you are providing your consent to the Bank to carry out such background verification checks and to obtain your credit history from a credit bureau, directly or through a partner organization authorized by the Bank. In the event of any discrepancy found in the information furnished by you or any negative feedback received from the references provided or from the verifications conducted or from the credit bureau report, the Bank reserves the right to revoke this offer of employment and this offer shall automatically stand cancelled.

SURYODAY SMALL FINANCE BANK LIMITED

Regd & Corp Office : 1101, Sharda Terraces, Plot 65, Sector 11, CBD Belapur, Navi Mumbai - 400614 Tel: 022-40435800
 Email: info@suryodaybank.com | Web: www.suryodaybank.com | CIN: U65923MH2008PLC261472 | GSTIN : 27AAMCS5499J1ZG

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**SURYODAY**

A BANK OF SMILES

Annexure A

PARTICULARS	AMOUNT (PER MONTH)	AMOUNT (PER ANNUM)
Gross Salary		
Basic	9,643	1,15,716
House Rent Allowance	3,857	46,284
Advance Statutory Bonus	1,400	16,800
Retiral Benefits		
Employer PF Contribution	1,157	13,884
Cost to Company		
CTC Per Month	16,057	1,92,684
Take Home	13,743	1,64,916

Net Take home is calculated after Statutory Deductions as applicable from time to time from Gross Salary.

You will be eligible for the other benefits of the Bank such as personal accident, group Medclaim, group term insurance and gratuity as per the Bank's policy.

SURYODAY SMALL FINANCE BANK LIMITED

Regd & Corp Office : 1101, Sharda Terraces, Plot 65, Sector 11, CBD Belapur, Navi Mumbai - 400614 Tel: 022-40435800
Email: info@suryodaybank.com | Web: www.suryodaybank.com | CIN: U65923MH2008PLC261472 | GSTIN : 27AAMCS5499J2G

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Kopergaon

2020-21 M.Gm -J

Ref No. : 144762 / 2021

State Street Syntel Services

A State Street and Syntel Company

StateStreet Syntel Ser Pvt Ltd
Block S-5 Plot No. B-1
MIDC Software Technology Park
Talawade, Tal - Haveli
Pune-411062,India
Tel:020-30615000/40701000
CIN No:U72200MH2004PTC144362

Date: 24-Aug-2021

Mr Shubham Teke,
AP- Wari Tal- Kopargaon

AHMEDNAGAR-413708.

Subject: Employment Letter

Dear Shubham,

We are pleased to inform that you have been selected for employment with StateStreet Syntel Ser Pvt Ltd as Associate KPO (GCM 2). Your total emoluments are Rs. 247000/- per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

You will be able to opt for Flexi Pay option to the extent of Basket of Allowance (BOA) amount. Flexipay covers various allowances inclusive of Leave Travel Allowance, Telephone Reimbursement, Meal Allowance etc. Option to avail flexipay will be available on our payroll vendor portal, post your first payout effective your date of joining.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 90 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on 31-Aug-2021, at 9.30 am at the following address: Unit S -4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

Company is committed to protect your privacy. The Privacy Statement ("Statement") explains how we use and protect your personal data in our human resources systems throughout the course of your employment relationship with the Company. This privacy statement is available on our website portal (<https://www atos-syntel.net/legal>) for your reference.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,
For StateStreet Syntel Ser Pvt Ltd,



Adarsh Krishna
Head - Global Recruitment Cell

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy



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S.S.G.M. College
Kopergaon

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on

_____ Date & Signature _____

Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062, India, Tel:020-30615000/40701000
Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91 22 6704 6402

State Street Syntel Services

A State Street and Syntel Company

Annexure A – Remuneration Details**Name:** Mr Shubham Teke**Designation:** Associate KPO**GCM Level:** GCM 2

Compensation Components	Annual (Rs.)
Salary & Allowances	
Basic Salary	130500
House Rent Allowance	26100
Advance Statutory Bonus	30700
Basket of Allowance	9246
Total Salary & Allowances (A)	196546
Company's Contribution to Provident Fund (PF) (B)	20454
Total Gross Emoluments C = (A+B)	217000
Monthly Incentive Plan* (D)	30000
Total Cost to Company (CTC) (C+D)	247000

Note:

- (1) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (2) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (3) As per the Company policy, you will be covered under a company provided Medical Insurance.
- (4) You can opt for Provident Fund @12% of basic as your contribution and company contribution towards Provident fund. This is a Scheduled activity you will be communicated in advance to avail this benefit.
- (5) Advance Statutory Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion

Variable Component - *Monthly Incentive Plan (MIP)		
Performance Slabs	% Number	Annual Payout
A	20	30000
B	30	18000
C	45	12000
D	5	Nil

* The MIP starts after two months from your date of Joining. MIP will be payable on the basis of achievement of the pre-defined targets decided by your manager every month and the amount is payable monthly on the basis of the performance slab. Performance Criteria may undergo modification without prior notification. MIP Scheme may be withdrawn or modified without prior notification.



Adarsh Krishna
Head - Global Recruitment Cell



S.S.G. Kolhe
Kopergaon

Department of Physio
Year - 2020 - 21
TY BSc



TATA CONSULTANCY SERVICES



Card No 93366
Associate No 1814081

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India


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S.S.G.M. College
Kopergaon

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महाराष्ट्र



म.अ. - ए० - २०१९-२० २०१८-१९
शासन

ग्रामविकास

सत्यमेव जयते

विभाग

जिल्हा परिषद अहमदनगर/पंचायत समिती कोपरगांव



सही

नांव : श्री. निकेत देवेंद्र चावरे
पद : कॉम्प्युटर ऑपरटर
कार्यालय : ग्रामपंचायत खिडी गणेश
ता. कोपरगांव जि. अहमदनगर

2021-22, MA-II

जिल्हा परिषद अहमदनगर
ग्रामविकास विभाग, कोपरगांव

जन्मतारिख : २७/०६/१९९८
स्वतःगट : ओ. पॉझीटीव्ह
मोबाईल क्रं : ८८०५७९९९२४
निवासी पत्ता : मु. खिडी गणेश पो. येसगांव
ता. कोपरगांव जि. अहमदनगर

१. हे ओळखपत्र जपून ठेवावे.
२. या ओळखपत्राचा गैरवापर करू नये.
३. ओळखपत्र हारविल्यास तात्काळ गट विकास अधिकारी यांना कळविण्यात यावे.
४. कालावधी संपल्यावर ओळखपत्र गटविकास अधिकारी यांच्याकडे जमा करावे

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Kopergaon



We Impact Health to Life

Centaur Pharmaceuticals Pvt. Ltd.

CENTAUR HOUSE, Near Grand Hyatt, Vakola,
Santacruz (East), Mumbai - 400 055. INDIA.
Tel.: 022-6649 9100 Fax: 022-6649 9112 / 9108
E-mail: centaur@centaurfab.com
Web: www.centaurpharma.com
CIN : U24230MH1980PTC023291

DATE : 15th September 2021

Mr.KAMESH S KADAM

Dear Mr.Kamesh,

This has reference to your application and subsequent discussions you had with us. We are pleased to offer you the position of " R &D CHEMIST " in our organization.

You shall receive your detailed letter of appointment on joining. Please note, your date of joining should be on or before 01ST OCTOBER 2021. You should report to office at 8.45 a.m. and meet the undersigned.

Please note this letter is just an offer to the employment and not the appointment. Appointment for services are subject to documents verification.

Any misrepresentation or omission of any information related to the details submitted or communicated may be considered sufficient for withdrawal of an offer.


As discussed and agreed upon, you can submit the resignation to your existing employer immediately on receipt of this offer. The acknowledged copy of resignation to be submitted to us within 72hrs from the receipt of this letter. Failing which this offer will not stand valid after the stipulated period mentioned. Please contact for any concern.


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

We welcome you to the "CENTAUR Family" and look forward to your long and fruitful association for mutual interests.

Thanking you,

Yours faithfully,
For CENTAUR PHARMACEUTICALS PVT. LTD.


ALPESH MHATRE
General Manager- HRD

Accepted: 
(Mr.KAMESH S KADAM)


Principal
S.S.G.M.College
Kopergaon



Dev-Synthesis
GSTIN - 36AAFCD8993F1Z7

Devsynthesis India Pvt. Ltd.

Making Chemistry Simple

Plot No. 56, Ground Floor, Teck Park, IDA-Nacharam
Hyderabad-500 076, T.S. India
An ISO 9001:2015 Certified

[27th SEPTEMBER-2021]
Employee Code – DEV-109
VISHAL DATTU GUDAGHE

Sub – Appointment Order

This is with reference to the discussion held with us and face to face interview at Devsynthesis R&D center at Nacharam, we are pleased to let you know that we have selected you and offered the position of "Trainee Research Associate" and happy to provide you professional growth as committed. This Appointment order is effective from date of joining.

Date of Joining is – 27th SEPTEMBER – 2021

Total Cost to Company is 1.92L / year at the time of appointment. The detailed salary breakup is given on the last page as Annexure-A

Other monetary benefits:

- Bonus: Yearly once based on performance before Dussehra. There is no fix amount, it's purely based on candidate performance and company performance. Eligibility is min 6 months must be completed before Dussehra. It's for confirmed employee.
 - Incentives: Not fixed based on your work and performance decided by Management time to time.
1. You shall be on probation for the period of 6 months from the date of joining, which may be extended on the discretion of the management. On satisfactory completion of the probation period your service will be confirmed.
 2. After 6 months, company may rise your salary based on your performance. As discussed, the spectrum of salary rise is 1000 INR – 10000 INR monthly, it is 100% based on your overall performance. You will get the increased salary from 7th month based on your confirmation by the management.


Principal
S.S.C.M. College
Kopargon

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Devsynthesis India Pvt. Ltd.

Making Chemistry Simple

Plot No. 58, Ground Floor, Teck Park, IDA-Nacharam
Hyderabad-500 076, T.S. India

An ISO 9001:2015 Certified



Dev-Synthesis
GSTIN - 36AAAFCD8993F1Z7

10. Organization keeps the right of termination/ promotion of your service based on your performance. The Three-month notice to be served from your side in case of resignation from the employment. If you want to leave before notice period, then you need to submit 3-month basic salary. However, in case of any criminal or unsocial behaviour you will be removed immediately with possible legal actions on you.

11. Upon joining your job (role) order will be issued within one week from joining for more clear and transparent understanding with the organization expectations.

The terms and conditions which are mentioned in this "Appointment Order" are acceptable to you, please return duly signed copy of this letter for our record purpose.

Please submit below mandatory documents :

1. Copy of Experience certificates & academic certificates
2. 3 latest photos along with one electronic photo
3. All Original Mark sheets otherwise as discussed and agreed
4. Past three salary slips
5. Pan Card / Aadhaar card copy
6. Form 16 if tax deduction

We welcome you to Devsynthesis and provide you the platform to grow together and lead the healthier life with professional success for you and Devsynthesis.

Yours Truly
For Devsynthesis India Pvt. Ltd.



Raj 27th Sep 21

(Raj Preet Singh Bhatia)
HR-Signatory

I have read and understood the terms and conditions mentioned in the 4-page Appointment Order. I accept and give my undertaking to abide by the same.

Vishal

VISHAL DATTU GUDAGHE
Candidate Signature

[Signature]
Principal
S.S.G.M.College
Kopergaon

Devsynthesis India Pvt. Ltd.

Making Chemistry Simple

Plot No. 56, Ground Floor, Teck Park, IDA-Nacharam
Hyderabad-500 076, T.S. India

An ISO 9001:2015 Certified

Dev-Synthesis

GSTIN - 36AAFCD8993F1Z7

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3. Yearly bonus and revised salary (Yearly increment in salary) only after completion of 6 months or as per rules framed by Devsynthesis management.
 4. You shall follow the rules and regulation that may be framed by management from time to time. You are subjected to conduct rules and discipline of the company with full moral attitude.
 5. You shall be reporting to research scientist and in his absence, you will be reporting to senior research scientist.
 6. You should put all honest efforts to make Devsynthesis team feel that you are the right choice for us as we are looking for dedicated and best chemistry individuals.
 7. As per your core functions, below are the roles and responsibilities.
 - 7.1 Keep the chemical reactions independently in the lab on assigned projects
 - 7.2 Perform your work more efficiently by planning well and utilising your max time in efficient manner.
 - 7.3 Supporting Senior Research Scientist for project progress reports and development of discovery molecules or the compounds assigned to you.
 - 7.4 Support team for day to day activities in all technical aspects.
 - 7.5 Keep the workspace neat and tidy. Be more productive in terms of more successful reactions
 - 7.6 Be the team player. Promote WE not I attitude.
 8. You shall not accept any other employment or indulge in any trade/business or any other activity which is detrimental to the interest of the company during the tenure of your employment with the organization, if you found to be contrary then management keeps the right to handle this situation on strict manner. This regulation will impose on you from the date of joining.
 9. You will not discuss, indulge or part with in any manner whatsoever unless specifically permitted by the management, any information of confidential nature pertaining to organization business, operation, future plans which you may receive from management time to time during your tenure otherwise management keeps the right to handle this situation on strict manner.

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Devsynthesis India Pvt. Ltd.

Making Chemistry Simple

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Hyderabad-500 076, T.S. India

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Annexure - A

Detailed Salary Breakup

Breakup	Monthly	Yearly
Basic	₹ 7,290	₹ 87,480
HRA	₹ 3,645	₹ 43,740
Conveyance Allowance	₹ 1,600	₹ 19,200
Special Allowance	₹ 2,043	₹ 24,516
Gross Salary	₹ 14,578	₹ 1,74,936
Employer PF	₹ 948	₹ 11,376
ESI	₹ 474	₹ 5,688
Total CTC	₹ 16,000	₹ 1,92,000

Note - EPF & PT are standard deductions from the gross salary.

The above salary breakup has been explained to me and I understand the same.


Candidate Signature
VISHAL DATTU GUDAGHE


Principal
S.S.C.M. College
Koparguda

Centaur

We Impact Health to Life

Centaur Pharmaceuticals Pvt. Ltd.

CENTAUR HOUSE, Near Grand Hyatt, Vakola,
Santacruz (East), Mumbai - 400 055, INDIA.
Tel.: 022-6649 9100 Fax: 022-6649 9112 / 9108
E-mail: centaur@centaurpharma.com
Web: www.centaurpharma.com
CIN : U24230MH1980PTC023291

29th November 2021.

CM006631
Mr.DHANANJAY SAMBHAJI DHANAWATE
Purangaon Road, Changdev mandir shejari,
At po Puntamba Tal - Rahata
Puntamba, Ahmadnagar.
Department :R&D.
Location : Ambernath.

SUB : APPOINTMENT LETTER

Dear Mr.Dhananjay,

This is with reference to your application for employment and subsequent interview you had with us, we are pleased to appoint you as " **R&D CHEMIST** " with effect from **15th November 2021** on the following terms and conditions:

- 1) You will be on probation for a period of 6 months and further extendable at the discretion of the Management
- 2) You will be paid salary as per Annexure which is enclosed herewith.
- 3) You will not, without any previous written permission carry on any business, or enter for any part of your time, in any capacity, the services of or be employed by any firm, company or person. You will devote your whole time and attention to your duties and will not utilise or divulge to any person or persons any of our trade secrets or affairs.
- 4) Since you will be working with constantly changing technology, equipment, work and professional practices, your appointment and its continuance will depend on your ability to learn and use the same effectively to the benefit of this organisation.
- 5) Any developmental work in part or full on which you have worked, will remain as Company's property and the copy right of the same shall rest exclusively with the Company.
- 6) In the performance of your duties, you will come to possess information connected with operations of our manufacturing, processes, discovery, invention, financial and other matters relating to Company's business. Needless to say that all such information shall be held by you in the strictest of confidence.
- 7) You will keep us informed of any change in your residential address or of your civil status.
- 8) This employment and its continuance is subject to your being found and remaining medically fit i.e. physically and mentally fit in Company's opinion.
- 9) Notwithstanding any of the conditions mentioned herein, if any time, you are found guilty of dishonesty, disobedience, disorderly behaviour, indiscipline, absence from duty without prior consent considered detrimental to our interest in violation of the terms and conditions of this letter of appointment, your services may be terminated without notice.
- 10) Please note that should you be found guilty of any misconduct, your services are liable for termination by way of dismissal without any notice or compensation whatsoever. In the event of your being found indulging in any acts of omission or commission constituting a misconduct including unwelcome physical contact and advances and/or a demand or request for sexual favors and /or sexually coloured remarks /jokes and/or showing pornography and /or any other physical verbal or non verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, the Company has the right to suspend you pending issue of charge -sheet and inquiry and till its final disposal without any salary and allowance.


Principal
S.S.G.P. College
Kopergaon

:2:

- 11) You may terminate your employment with us by giving one day notice in writing during probation, however after confirmation notice period will be three calendar month from both the sides. However, Company reserves its right to relieve you at an earlier date at no additional cost to the Company.
- 12) During Probation you will not be eligible for any kind of leave, however after confirmation you will be entitled Privilege (Earned) Leave, Casual Leave and Sick Leave as per factory rules.
- 13) You will be responsible for safe keeping and return in good condition and order, all our property such as tools, equipments, instruments, books, etc. which may be in your use, custody, care or charge. We shall have the right to deduct the money value of all such things from your dues and take such other action as we deem proper in the event of your failure to account for such property to our satisfaction.
- 14) You shall not either during your services with the Company or thereafter, divulge to any person whatsoever any formulae, processes, methods, machines, compositions, ideas or any other information concerning the business affairs of the Company or any of its dealings, transactions which come to your knowledge during the course of your service or use of any of the name for your own benefit. Any invention, improvement or design or contemplate scope for the the business of the company, for purpose of this clause the expression " the Company" shall in addition to Centaur Pharmaceuticals Pvt Ltd.(CPPL) means and include any other firm, person or Company subsidiary to or affiliated with the Company, shall be exclusive rights of the Company (CPPL). Even after you leave the Company, it is mutually understood and agreed that you shall not disclose any information gathered on duty about people, policies, invention and designs, plans strategies, of the company, failing which it shall be within the right of the company to take remedial (legal or monetary) action against you as deemed fit.
- 15) You will hereby undertake to serve exclusively for the company during your employment with the company and not to undertake any full time/or part time employment elsewhere and you will not be or get interested directly or indirectly in business of any other concern/concerns.
- 16) In case of any dispute that may arise between you and the company in connection with your employment or in connection with any of the matter specified in this appointment, it is specifically agreed to, understood by and between the parties that the courts situated in the city of Mumbai alone will have, the sole jurisdiction to try and entertain such matters.
- 17) You Shall retire from the services of the Company on attaining 58 years of age. Your date of birth for the purpose of Company's record is entered as 23rd August, 1998.
- 18) Please note, as a Corporate Policy you are not allowed to smoke either in the Office or otherwise, as this adversely affects your health and productivity.
- 19) You will be liable to be transferred to any department, office or establishment or an associate company, forming part of Centaur Group and you will abide by working hours of the department office or establishment concerned at no extra cost.

Principal
S.S.G.I. College
Kopergaon

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2021-22

September 28, 2021

Mr Omnath J. Ukirde
Kopargaon, Maharashtra, India
Mobile: 7040138827

Letter of Offer

Dear Omnath J.,

This has reference to your application and subsequent discussion with us.

We are pleased to offer you an appointment in our Organization for position of Trainee Research Associate in Synthesis based at Sector 58 on the terms and conditions as have been mutually agreed.

This offer is subject to you being found medically fit after proper medical examination and reference verification.

You will be issued a formal letter of appointment on your joining duties. You are advised to join us on or before 5 October 2021. In case you fail to join your duties on the date mentioned, the management reserves the right to cancel your offer.

The compensation and benefits program applicable to your grade is enclosed for your reference. Please note your compensation is confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness. The cost that will be incurred by the company on account of your joining or reimbursement to you by the company i.e. Relocation Expenses and Notice Pay Reimbursement will be recovered in the full in the event of your leaving the company before completion of 12 months of service in the company.

We welcome you to Jubilant Biosys Ltd and look forward to a happy association. Please sign the duplicate copy of this letter in token of your acceptance and return the same to us.

Thanking you,
For Jubilant Biosys Ltd

HEAD-BUSINESS HR

Principal
B.S.O.M. College
Kopargaon

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September 28, 2021

Dear Omnath J.,

This refers to our letter of Offer dated 28 September 2021 for the position of Trainee Research Associate in Synthesis based at Sector 58.

Please submit the following documents at the time of your joining:

1. Photocopy of Date of Birth and all Educational qualification certificates.
2. Photocopy of Relieving letter of previous employer(s).
3. Offer of Appointment or latest increment letter and last 3 months' salary slips mentioning overall compensation.
4. Certificate for current year income and tax deducted by previous employer. (Optional)
5. One softcopy and four recent passport-size photographs with maroon background.
6. Photocopy of PAN Card, Aadhaar Card & UAN card.
7. Please ensure all KYC details in UAN i.e. Aadhaar, PAN and Bank details are digitally approved on EPFO website (www.epfindia.gov.in)
8. Please ensure your name, Father's Name & DOB should be same in PAN Card, Aadhaar Card & UAN card. Any mismatch of details to be corrected before joining & shared with TA SPOC
9. One signed cancelled cheque of existing savings bank account with name printed for KYC
10. Copy of Aadhaar Card of all members declared under the Mediclaim Policy/ESIC.
11. If you are holding your bank account in SBI/CICI bank, please bring one cancelled cheque for salary processing. In case you do not have your account in any of these banks, the same will be opened at the time of joining.

Please bring all original certificates/ documents for verification.

For Jubilant Biosys Ltd

HEAD-BUSINESS HR


Principal
S.S.G.M.College
Kopergaon

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Compensation Structure - Omnath J. Ukirde		
Position: Trainee Research Associate	Level :	A0
Department: Synthesis	Location:	Sector 58
Salary Components	Amount (In INR per month)	Amount (In INR per annum)
A. Monthly Salary		
Basic	9,170	110,040
House Rental Allowance	5,502	66,024
Special Allowance	2,279	27,348
Interim Bonus	2,000	24,000
Sub Total (A)	18,951	227,412
B. Retirement Benefits		
PF (Employer's Contribution) #1	1,374	16,488
Gratuity (As per Payment of Gratuity Act 1972)	441	5,293
Sub Total (B)	1,815	21,781
C. Other Benefits		
Mediclaime Insurance Premium with Parents #2	1,265	15,180
Group Term-Life Insurance Premium	222	2,664
Personal Accident Insurance Premium	48	576
ESIC	616	7,392
Sub Total (C)	2,151	25,812
Total Fixed CTC	22,917	275,000
Total CTC (A+B+C)		275,000
Total CTC (in words): Rupees Two Lakh Seventy Five Thousand only/-		
#1 Employee's PF Contribution will be deducted as per the PF Act, 1952 from the earnings		
#2 Mediclaime Insurance coverage includes Self, Spouse, 2 dependent kids and Parents		

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ITCube

Making IT Your Competitive Advantage
An ISO 9001-2015 Company

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2021-22

ITCube Solutions Pvt. Ltd.

7th Floor, Godrej Castlemaine,
Office # 701 / 702 / 703,
42, Bund Garden Rd, Near Ruby Hall,
Pune, Maharashtra - 411001.
Tel. : +91 20 - 26164465 / 66.
CIN : U72200PN2003 PTC018713
www.itcube.net

Offer Letter

Date: 26th Nov 2021

To,

Gaurav Gawali
Ahmednagar
Maharashtra

Dear Gaurav,

Subject: Offer of Employment for the post of " Jr. Software Test Engineer"

This is with reference to your application for employment and discussions you had with us.

It is our pleasure to offer you an employment with ITCube Solutions Pvt. Ltd. as " Jr. Software Test Engineer" on the terms and conditions mentioned below:

1. Appointment

You are required to join no later than 01st Dec 2021 unless otherwise agreed. The terms and conditions shall be effective from your date of joining.

2. Remuneration

Your consolidated Annual Cost to the Company will be Rs. 3.90lpa (Rs Three Lacs Ninety Thousand only PA) as detailed in Annexure A. Your Annual Gross Salary will be (Rs Three Lacs Ninety Thousand only) subject to deduction of applicable taxes at the prevailing rates and also subject to deductions towards contribution towards any statutory benefits such as PF, ESI, etc.

3. You are requested to submit the following documents on 03rd Dec 2021 :


Principal
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Kopergaon



ITCube

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ITCube Solutions Pvt. Ltd.

7th Floor, Godrej Castlemaine,
Office # 701 / 702 / 703,
42, Bund Garden Rd, Near Ruby Hall,
Pune, Maharashtra – 411001.
Tel. : +91 20 – 26164465 / 66.
CIN : U72200PN2003 PTC018713
www.itcube.net

- a. Copy of all your Mark sheets of Educational Qualification starting from Diploma, Graduation & Post Graduation;
- b. Degree Certificate
- c. Address Proof - 3 copies in 150 resolution Black & white clear copies
- d. Pan Card – 3 copies in 150 resolution Black & white clear copies
- e. Aadhar Card
- f. UAN (if applicable)
- g. Passport
- h. Passport size photographs (No 6)

In case you reasonably require some more time to furnish these documents, the Company may consider to give additional time period upto 15 days from the date of joining and not more than the same. It is desired to have Passport & you are expected to process the same within three month from the date of Joining.

4. This offer letter is issued on the understanding that all the information given by you in your application for employment and also during the interview or data provided prior to and /or at the time of interview is true. As part of our process, an antecedent verification may be initiated for every new employee and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, in such cases, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation at any time.
5. During the continuance of your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.
6. You shall not, during the employment with the Company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the Company or its customers or to the method, assets, and set-up used by them or relating to the prices paid by or charged from the vendors of the Company or customers.


HC Principal
S.S.G.H. College
Laxmibai



ITCube

Making IT Your Competitive Advantage
An ISO 9001-2015 Company

ITCube Solutions Pvt. Ltd.

7th Floor, Godrej Castlemaine,
Office # 701 / 702 / 703,
42, Bund Garden Rd, Near Ruby Hall,
Pune, Maharashtra – 411001.
Tel. : +91 20 – 26164465 / 66.
CIN : U72200PN2003 PTC018713
www.itcube.net

A formal appointment letter shall be given to you after completion of the above formalities and at the time of your joining which shall elaborate and govern the terms and conditions of your employment with us.

We welcome you in our organization and we are confident that you will play an active role in fulfilling the Company's dreams and vision.

We look forward to a long and happy association with us!!

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of this offer letter.

Thanking you,

For, ITCube Solutions Pvt Ltd.

Deepika.s.c

Deepika Chavan

HR Manager

ACCEPTANCE

I have read and understood all the terms and conditions contained in this offer letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings or representations in choosing to accept employment with the company. I understand and agree that any changes in the terms of employment described in this offer letter must be set forth in a written instrument signed by a duly authorized officer of the Company.

Place: Pune

Date :


Principal
S.S.G.M. College
Kopergaon

Oct 28, 2021

Manoj Bhaskar Marathe,
Jalgaon Neur(P), Yeola(T),
Nashik(D), Maharashtra - 423 401.

OFFER OF APPOINTMENT

Dear Manoj Bhaskar Marathe,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of "Research Associate" under the grade of "Professional" in level "P1" in "Chemistry Solutions" of our organization and you will be based at Bangalore.

Your Annual CTC will be Rs. 5,30,000/-- P.A. (Rupees Five Lakhs and Thirty Thousand Only). This includes Annual Gross Salary of Rs.4,54,632/- and Retirals & Benefits of Rs. 75,372/- per annum. Detailed CTC breakup is given in Annexure.

Please note that you are required to join the organization on or before Jan 27, 2022 failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

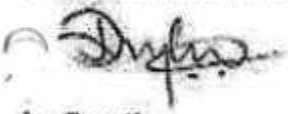
Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following documents at the time of joining:

- i. Relieving letter and service certificate from current employer
- ii. Last 3 months pay slips
- iii. Form-16 if applicable
- iv. Four copies of your latest passport size photographs
- v. Copies of all Service certificates from past employment
- vi. Copies of all the educational certificates
- vii. PAN Card
- viii. Aadhar Card

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

Yours Sincerely
For ARAGEN LIFE SCIENCES PVT. LTD


Joy Dupati
Senior Director - Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: _____

Date: _____



①
1 2021-22

OFFER-LETTER

15th Feb 2022

For,

Mr. Vivek Vilas Sapike

Present Address:- Old Takali Road Omnagar, Kopergaon Ahmadnagar, Maharashtra, 423601

Permanent Address:- Same as above

Subject: Offer letter further to our correspondence.

Dear Vivek

Congratulations,

With reference to your application and subsequent interviews held with us, we are pleased to offer you an appointment as "Manual Testing Engineer" as per discussion your Salary will be Rs 3,00,000/- Per Annum at the time of joining. You are requested to join on a full time basis on 16th Feb 2022 (Wednesday). Our office is located at C-40, 2nd Floor, Sector 58, Noida, UP-201301.

A Detailed Letter of Appointment, Containing all the terms and conditions, will be issued to you by the company on joining.

You are requested to share Scanned and Xerox copy of following documents:-

- Educational degrees /Certificates
- Current and permanent Address Proof (Copy of license/passport/ ID Proof) Pan card, Aadhar Card and Rent Agreement If Rented (All are necessary).
- Four Passport size photographs (White Background)
- Last 3 Months salary slips with Bank Statement, At least the last three Experience Certificates: Offer letter, Appointment letter, Relieving letter, Form 12B (Income Tax) (All are necessary).
- EPFO Passbook/UAN Card and ESIC Card (If Available)

Note: - Please carry all the original Documents for verification Purpose.

This letter confirming your acceptance of the above mentioned post.

For ISKPRO Pvt. Ltd

Shivani Saxena

Human Resource

ISKPRO PRIVATE LIMITED

C-40, Second Floor, Sector-58, Noida-201301, (U.P), India

P: +91 120 430 7678, 480 7679

W: www.iskpro.com


For and
S.S. College
Kopergaon

HRD/InfosysBPM/1004257687

June 21, 2022

Ms. Aarti Kulkarni
 Kulkarni wada
 Shivaji Road
 Kopergaon-423601
 India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Aarti,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Junior Accountant
c) Job Level	: 2B
d) Date of Joining	: 23-June-2022
e) Location of posting	: PUNE, MAHARASHTRA, India
f) Gross salary per month	: Rs 17939/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time


 S.S. College
 Kopergaon

Signature

e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

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



Dependra Mathur
SVP - Head Human Resource Development - BPM

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

Date: _____, 20____

Sign your name

_____ Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.



Principal
S.S.G.M.College
Kopergaon

2021-22



We understand your world

HDFC Bank Ltd.,
1 - Think Techno Campus,
Building Alpha, Next to Kanjur
Marg Railway Station (East)
Kanjur Marg (E),
Mumbai - 400 042

Date : 15-Jul-2021
Employee Name : KUNAL UMESH BHASALE
Employee Code : 245996
Location : Pune

Dear KUNAL UMESH BHASALE,

With reference to your appointment letter dated 15-Jan-2021.

Your Performance during your probationary period was reviewed and based on the appraisal thereof we are pleased to inform you that you are confirmed in the services of Bank as **Outreach Officer** with effect from 15-Jul-2021 .

We are confident that you will continue to contribute effectively towards the growth of the Bank.

Our best wishes for a successful career in HDFC Bank.

Yours Truly

For HDFC Bank Ltd

Ashutosh Bapat

Deputy Vice President - HR Operations

This is a System generated Letter hence Signature is embossed on the same

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013

Corporate Identity No.: L65920MH1994PLC000018

Principal
S.S.M.T. College
Kojanagar



DR - BPS/RH11818024/322285/Pune/October/V1

OFFER OF EMPLOYMENT
**PRIVATE &
CONFIDENTIAL**

October 14, 2022

Mayur Bagad,
302 Riddhi Siddhi Apartment Riddhi Siddhi Nagar Yeola road kopargaon ,
Pune

Dear **Mayur Bagad,**

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transctn Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,91,384/- (One Lakhs Ninety One Thousand Three Hundred and Eighty Four **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.



Contact us:
T : +91 080 6750 1000
F : +91 080 6695 9945
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on October 17, 2022. Please keep your recruiter informed, in case of advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.

Contact Us:
T : +91 080 6750 1000
F : +91 080 6495 9343
E : investorrelations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 046, India

CIN: L3007KA1992PLC025294



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S.S.G.M.College
Kopergaon

Acknowledgement and Acceptance of Appointment with Mphasis

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

I confirm my acceptance of the offer and shall report for work on October 17, 2022.

MABagad

Signature :

Date : 14 Oct 2022, 06:06 AM UTC

2021-22
2021-22



To,

Ramdas Arjun Tribhuvan

C/O Arjun Tribhuvan
Near Chintamani Godown, Sanjivani Gate,
Kopargaon, Ahmednagar, Maharashtra.
Pin - 423603

Dear Ramdas,

It gives me great pleasure in making you an offer of employment in the capacity of **Senior Accounts Executive**, at Inspirria Cloudtech Pvt Ltd. Your work week is officially from **9.30 am to 6.30 pm**, 5 days a week, with Saturday being a discretionary off and Sunday being the official holiday. If you are allocated to a different geography projects, the new time zone working hours and weekly holidays will be shared by your manager.

1. You will be on a probation for 6 (six) months from the date of joining work.
2. The monetary details based on your role and responsibility are elucidated below:

Gross Annual Salary	INR 5.1 Lac (Five Lac and Ten Thousand Rupees)
Performance based variable after completion of 1 year	INR 10,000-/-

3. The deductions related to Income tax and Professional tax will be applicable as per government rules.

4. You will give a commitment of 2 years to the company before which you cannot resign as that will be considered as breach of contract.

5. You can resign with three months written notice to the company post completion of 2 year from your date of joining.

1

INSPIRRIA CLOUDTECH PVT.LTD

No: 503, Sai Radhe, Wing B, Raja Bahadur Mill Road, Sangamwadi, Pune-411001
CIN : U74900PN2013PTC146463 Ph : +91 20 67407500


Sai Radhe
Sangamwadi

Ramdas A. Tribhuvan

Rohini Pethe



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6. However, should you sign any Service Bond/ Undertaking/ Agreement with the company as a part of your employment process or later in course of your employment with the Company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the Bond/ Undertaking/ Agreement in addition of the above.

8. At any time during probation and or after being confirmed, you can be terminated by the company without any cause with one month's written notice, or one month's salary in lieu of notice.

9. During probation period or after being confirmed, the Company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:

- a. Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
- b. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
- c. Any misconduct on your part.
- d. Failure to carry out any of your duties and obligations.

10. During first six months of your working you will not be eligible for any leaves. Any leave taken during the probation period will be considered as Leave without Pay (LWP). Any absence without approval will result in leave without pay.

11. By accepting this offer letter, you hereby accept:

- a. For a period of one year after this contract has been terminated for any reason regardless of whether the termination is initiated by the Company or yourself, you will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with Inspirria Cloudtech's principal product companies and or any person, Company, firm or corporation who is or was a customer of the Company during a period of one year prior to the termination of your employment.

UNAUTHORISED ABSENCE FROM WORK:

Your unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty, and in event of your not reporting for work within 7 days from the date of absence, the same would be treated as "voluntary

2

INSPIRRIA CLOUDTECH PVT.LTD


Principal
S.S.G.M.College
Konarnag

No: 503, Sai Radhe, Wing B, Raja Bahadur Mill Road, Sangamwadi, Pune-411001
CIN : U74900PN2013PTC146463 Ph : +91 20 67407500

Ramdas A. Tribhuvan

Rohini Pethe

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abandonment of service" and it shall be deemed that you are no longer interested in the employment. This will be considered as breach of contract and the company may take action accordingly.

PRE EMPLOYMENT VERIFICATION

The company reserves the right to verify your documents and background through internal or external agencies. These may include your current/ previous employment history, educational/ professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the company, you are liable to be terminated, apart from legal action being initiated against you.

GENERAL

- a. You will be governed by all rules, regulations and policies of the Company as per the "Employee Hand Book".
- b. You are to devote your full time, attention, and ability to the interest of our Company.
- c. You are not to interest yourself in any business or do any trading on your own account.
- d. You hereby agree that for the period of deputation at an onsite location, you will abide by the laws of the country of your deputation and for the duration of assignment in India, you will comply with the terms and conditions of your appointment letter.

12. You are requested to join us latest by **22/08/ 2022**.

You are requested to share soft copy of the following valid documents at the time of joining. At any time the original document(s) will be asked for verification purpose:

10th Marks sheet and certificate

12th Marks sheet and Certificate

Graduation Marks sheet and certificate

Post graduation Marks sheet and certificate (If any)

Passport copy (first and last page)

PAN Card copy

3

INSPIRRIA CLOUDTECH PVT.LTD


Principal
S.S.G.M.College
Kopangon

No: 503, Sai Radhe, Wing B, Raja Bahadur Mill Road, Sangamwadi, Pune-411001
CIN : U74900PN2013PTC146463 Ph : +91 20 67407500

Randas A. Tribhuvan

Rohini Pethe



Doc ID: 7bbade66aaf8f676db771b2b944663837f021d8



Three months salary slip of Previous Company

Relieving letter

Experience Certificate

Proof of Resignation Acceptance

Offer letter of Inspirria Cloudtech Pvt Ltd

Two Passport Size photograph

Please do not hesitate to call us for any clarifications you need.

We look forward to welcome you and to offer you a long and satisfying career with us.

Yours Sincerely,

A handwritten signature in black ink, appearing to be "M. Francis".

Maria Francis
Vice President

To,

Maria Francis
Vice President
Inspirria Cloudtech Pvt Ltd.

I hereby confirm that I have gone through the contents of the offer letter and the terms and conditions listed therein are acceptable to me.

Name: Ramdas Tribhuvan

Date: 27 / 07 / 2022

Signature:

Ramdas A. Tribhuvan

4
INSPIRRIA CLOUDTECH PVT.LTD

No: 503, Sai Radhe, Wing B, Raja Bahadur Mill Road, Sangamwadi, Pune-411001
CIN : U74900PN2013PTC146463 Ph : +91 20 67407500

Rohini Pethe

Doc ID: 7bbade66aaf8f676db77f1b2b944663837f021d8

A handwritten signature in purple ink, followed by a purple rectangular stamp containing the text "S.S. College" and "Korwad" in a stylized font.

TITLE	Offer Letter_Ramdas Tribhuvan
FILE NAME	Inspirria Cloudte...un Tribhuvan.docx
DOCUMENT ID	7bbade66aaf8f676db77f1b2b944663837f021d8
AUDIT TRAIL DATE FORMAT	DD / MM / YYYY
STATUS	• Signed

Document History

 E-SIGN DISCLOSURE ACCEPTED	02 / 03 / 2021 13:33:35 UTC+5.5	Electronic record and signature disclosure accepted by Maria F (maria@inspirria.com) IP: 217.165.23.172 GUID: db329b8a68746181001c23acd86617a865ca295d
 E-SIGN DISCLOSURE ACCEPTED	23 / 04 / 2021 18:46:39 UTC+5.5	Electronic record and signature disclosure accepted by (rohini@inspirria.com) IP: 106.220.215.39 GUID: 9102311f1138fd20eab699fc5b11d19fa81eafce
 SENT	27 / 07 / 2022 16:58:20 UTC+5.5	Sent for signature to Ramdas Tribhuvan (ramdastribhuvan@gmail.com), Rohini Pethe (rohini@inspirria.com) and Maria Francis (maria@inspirria.com) from sales@inspirria.com IP: 103.168.164.147
 VIEWED	27 / 07 / 2022 17:00:41 UTC+5.5	Viewed by Ramdas Tribhuvan (ramdastribhuvan@gmail.com) IP: 103.112.11.250

TITLE	Offer Letter_Ramdas Tribhuvan
FILE NAME	Inspiria Cloudte...un Tribhuvan.docx
DOCUMENT ID	7bbade66aaf8f676db77f1b2b944663837f021d8
AUDIT TRAIL DATE FORMAT	DD / MM / YYYY
STATUS	• Signed

Document History



27 / 07 / 2022
17:18:55 UTC+5.5

Electronic record and signature disclosure accepted by
(ramdastribhuvan@gmail.com)
IP: 103.112.11.250
GUID: 9868731beb5561b6d7012f50ae3737988e415700



27 / 07 / 2022
17:31:59 UTC+5.5

Signed by Ramdas Tribhuvan (ramdastribhuvan@gmail.com)
IP: 103.112.11.250



27 / 07 / 2022
17:40:42 UTC+5.5

Viewed by Rohini Pethe (rohini@inspirria.com)
IP: 1.39.25.25



27 / 07 / 2022
17:52:30 UTC+5.5

Signed by Rohini Pethe (rohini@inspirria.com)
IP: 1.39.25.25



27 / 07 / 2022
18:38:12 UTC+5.5

Viewed by Maria Francis (maria@inspirria.com)
IP: 42.106.110.129

TITLE	Offer Letter_Ramdas Tribhuvan
FILE NAME	Inspirria Cloudte...un Tribhuvan.docx
DOCUMENT ID	7bbade66aaf8f676db77f1b2b944663837f021d8
AUDIT TRAIL DATE FORMAT	DD / MM / YYYY
STATUS	• Signed

Document History



SIGNED

27 / 07 / 2022

18:39:30 UTC+5.5

Signed by Maria Francis (maria@inspirria.com)

IP: 42.106.110.129



COMPLETED

27 / 07 / 2022

18:39:30 UTC+5.5

The document has been completed.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72806DL2012PTC229698

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalppet Taluk, Kancheepuram Dist. Chennai - 603 103, India
Worksite Coimbatore : Module F-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commercezone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarwat Ashoka Path, Opposite to Airport Road, Vandeada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 86, Nehru Place, New Delhi - 110 019, India.

Date: November 1, 2022

Private & Confidential

Parag Vijay Parjane

Sanvatsar,
Sanvatsar, Kopargaon,
Kopargaon,
Maharashtra,
India - 423603

Kopargaon

Document ID - 4ea47da8-cfc6-4c45-8ef3-bcd4aa7db9

Dear Parag,

- 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 "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 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
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com, failing which the offer will stand null and void.

1

SIGNATURE OF EMPLOYEE


Principal
S.S.College
Kopargaon

HCLTech

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 Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalppet Taluk, Kanchipuram Dist. Chennai - 603 103, India

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

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

Registered Office : 806, Stedherth, 95, Nehru Place, New Delhi - 110 019, India.

- 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.

2

SIGNATURE OF EMPLOYEE


Principal
S.S.G.M.College
Kopergaon

HCLTech

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

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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.
- 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. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

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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, Vande, Pune - 411 006, India.

Registered Office : 806, Sioharthi, 98, Nehru Place, New Delhi - 110 019, India.

review will be aligned and affected from the first day of the subsequent quarter thereafter. **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.
- 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

4

SIGNATURE OF EMPLOYEE


Principal
S.S.G.M. College
Kopergaon

HCLTech

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, Chengalpattu Taluk, Kanchipuram Dist. Chennai - 603 103, India

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Registered Office : 806, Siddharth, 96, Netaji 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.

5

SIGNATURE OF EMPLOYEE

HCLTech

P. S. G. M. College
Kopergaon

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, Thirupur Panchayat Union, Chengalppet Taluk, Kanchipuram 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 : Commerce, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarwat Ashoka Path, Opposite to Airport Road, Varwada, Pune - 411 006, India.

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(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 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

6

SIGNATURE OF EMPLOYEE


Principal
S.S.G.M. College
Kopergaon

HCLTech

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

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Worksite Pune 1 : Commerce, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarraf Ashoka Path, Opposite to Airport Road, Vande, Pune - 411 006, India.
Registered Office : 606, Siddharth, 95, Netaji 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.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

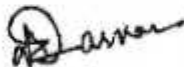
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

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



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

7

SIGNATURE OF EMPLOYEE



Principal
S.S. College
Kopergaon

HCLTech

Worksite Chennai	: ETA Technopark -Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupour Panchayat Union, Chengalpet Taluk, Kanchipuram Dist. Chennai - 603 103, India
Worksite Coimbatore	: Module 1-3, 2nd Floor, Tidal 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.

DECLARATION

I, Parag Vijay Parjane, 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.

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.



Employee Name:- Bagad Mayur Amrut
Place: Kopargaon

Dear Bagad Mayur Amrut

Sub: **LETTER OF TERMS & CONDITIONS.**

We refer to your application seeking employment with RuralShores Business Services Pvt. Ltd., (Company) and also the subsequent interview discussions you had with us.

We are glad to inform you that, you are working in the Kopargaon center " designated as a "Apprenticeship" in "Service Delivery" department with grade "AP2" subject to the service rules of the Company that are in force and that may be introduced from time to time, in addition to the terms and conditions hereinafter set out:

APPOINTMENT

Your appointment as "Apprenticeship", Commences from 13/10/2021 (date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

- 1.1 Your initial place of work will be Company's Office located at "Kopargaon" India.
- 1.2 However, considering Company all requirements, you may be transferred to any other location, any of the affiliates, subsidiaries, and / or sister concern(s) as may be decided by the Company.
- 1.3 In such situations, you will be required to report at the designated location as per the terms and conditions contained in the transfer letter without being eligible for any additional remuneration, benefits etc. unless specified otherwise.
- 1.4 On reporting at the designated location of RSBS, you will be governed by the service rules, Policies and terms and conditions as applicable at the location of RSBS to which you are transferred.
- 1.5 During the course of employment with RSBS, you may be required to travel and work in India and / or overseas at any of the Company's establishments or client sites for the purposes of providing the services of the Company.

2. NOTICE OF TERMINATION

- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; service certificates etc.
- 2.2 After confirmation of your service by the Company, your services can be terminated by either party by giving one month prior written notice or payment in lieu thereof.
- 2.3 It is to be noted herein that during the notice period you shall not be entitled to any leaves unless there are medical or other family emergencies.
- 2.4 Notwithstanding anything stated above, your date of relieving from the Company may be extended until the completion of certain works or projects which you are entrusted with to do or until complete knowledge transfer has been made by you to the Company or a suitable replacement found for your position and the Company approves the same in writing.

Principal
S.S.G.M. College
Kopargaon

2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company shall terminate your employment with immediate effect without any notice or payment in lieu thereof whatsoever.

2.6 In case of your resignation, Company reserves the right upon receiving notice from you, to waive such notice period and pay gross salary for the duration of notice period waived. Kindly note that gross salary for the purposes of this clause would mean only your monthly gross salary and would not include any allowances, reimbursements, perquisites or benefits.

3. DUTIES AND OBLIGATIONS

3.1 You shall hereby agree and confirm that you will devote full time and attention to provide the services and perform such other duties as required by the Company. You also agree to use the best efforts in the performance of your duties and responsibilities and shall perform all the duties with due care, skill and diligence.

3.2 You shall be entitled to leave with wages and other applicable leaves as per the policies of the Company as applicable to you.

3.3 You shall, during the term of your Employment with the Company, refrain from absenting from work without reasonable cause and prior written approval and / or consent for the entire period for which you are stipulated herein as having to work for the Company.

3.4 You shall ensure that during the term of your Employment with the Company, you shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Company, or otherwise misbehave in a manner that would be construed as being in violation of the rules and regulations of the Company in force from time to time including the terms and conditions contained in this letter of employment.

3.5 You agree that during the term of your Employment with the Company you shall work exclusively for the Company and that you will not perform or undertake to perform any work for any other person and / or Company without the prior written permission of the Company. For the purposes of this clause, "work" shall mean and include any job, service, consultation, training, piece-work, parttime work or contract work carried out by you for the benefit of any legal entity either yourself or through any other person or legal entity for monetary gain or otherwise.


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

3.7 You shall take good care of all equipment's / tool / aids / materials / documents and other items of the Company entrusted to you and shall not misuse for personal usage or benefit or gains.

3.8 You also agree and confirm that you will not seek; solicit or make or accept any favors from Employees, Colleagues; Clients; Vendors; Center Partners etc., in any form including but not limited to financial assistance; material in kind or in any other form during the course of employment with the Company.

4. NON-COMPETE AND NON-SOLICITATION:

4.1 You shall not, during the continuance of your employment with the Company or after the date of termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or to


Principal
J. S. S. College
Bangalore

entice away or assist any other person to solicit or entice away from the Company any individual who is in employment of the Company.

- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written threatened breach of this clause may not be remedied solely by money damages, and that in addition to any other remedies, the Company is entitled to seek injunctive relief against you in a Court of competent jurisdiction for any such breach.
- 4.4 The restrictions contained in this clause are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently.
- 4.5 If any restriction set forth in this clause 2 is found by any court of competent jurisdiction to be unenforceable because it extends for too long a period of time or over too great a range of activities or in too broad a geographic area, it shall be interpreted to extend only over the maximum period of time, range of activities or geographic area as to which it may be enforceable.

5. CONFIDENTIALITY

- 5.1 You recognize that you are being hired in a position of trust and confidence with the Company and will in the course of your employment with the Company, be exposed to various items of secret and confidential information that are proprietary to the Company. You acknowledge that the Company needs to protect such secret and confidential information, covenants to hold any such information in trust for the Company and undertake not to disclose such information to any third party.
- 5.2 You may have access to any confidential information, documents, files, content during the term of your employment with the Company. You further agree that to the extent you have access to such information, intentionally, by accident, or otherwise, you will keep such information confidential and not further disclose or use such information to any person or entity unless such use or disclosure is necessary to carry out your related responsibilities. If you breach this confidentiality, appropriate disciplinary action up to and including termination of employment without any notice or compensation in lieu thereof may be initiated.
- 5.3 You represent that your performance of the terms of this Letter of Employment and your employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by you in confidence from any third party. You have not entered into and agree not to enter into, any agreement in conflict with this Letter of Employment or which in any way prohibits your performance of or restricts your ability to perform your obligations under this Agreement.

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;
 - (b) Breach of any of the terms of this Letter; or any rules and regulations of the Code of Conduct, Standing Orders, Policies and Procedures of the Company.

RuralShores Business Services Pvt Ltd

135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore -

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

- (c) If you remain absent without prior approval or sanction of leave for 3 consecutive working days including extended days of absence.
- (d) You are unable to work because of any contagious illness or if you are found medically not fit to perform the work assigned to you;
- (e) You are found guilty of any misconduct as defined under law or under the relevant provisions of the rules and regulations of the Company as notified to you from time to time; Commission or omission of any act, misconduct as per the Service Rules and / or Standing Orders of the Company.
- (f) If you are found guilty for any reason and are arrested by police or convicted by any court of law. If you are involved in any riotous; retaliation; violence activities within or outside the office premises; or found involved in any harassment activities including sexual harassment.

7. JURISDICTION

7.1 In case of any disputes between yourself and the Company, the Courts at Bangalore shall have jurisdiction to adjudicate any such matters.

This appointment is subject to your being certified medically fit by a registered medical practitioner. The Company shall have the right to order you to undergo the medical test at any time during your service to determine fitness. In the event of you being found unfit for the work for which you are employed, the company shall have the right to terminate your service based on such reports in accordance with the terms contained in this letter.

Please note that this offer of employment is subject to our receiving satisfactory references from your previous employer, if any and other references provided by you.

Further, please note that this Employment is made to you based on the information, documents, qualification certificates, experience certificates, etc., provided by you to the Company either at the time of interview or subsequent meetings / discussions. In the event of any willful and / or negligent misrepresentation of facts in any of the documents, information, certificates provided shall be deemed as a fraudulent act on your part and it will be sufficient for dismissal from the services of the Company without any notice or compensation in lieu thereof.

Please indicate your acceptance of the terms and conditions of this employment agreement by signing and returning a copy of the same.

ACCEPTANCE AND DECLARATION

I hereby acknowledge the terms and conditions of this Letter of Employment with Terms and Conditions, and having read and understood them, I hereby agree and declare that they apply to my employment with the Company. I further confirm and declare that I shall abide by the above terms and conditions.

Employee Name: .. Bagad Mayur Amrut

Signature

Date: 07/09/2021

Approved By



Accepted by

Principal
S.S.G.M. College
Kopargaon

RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER

Outward No.H.Edn./ **13073**

Date:- 15/01/2022

To,
Shri/Smt. AUTADE ACHAL MACHHINDRA, M.Sc.

Add: Pohegaon, Pohegaon, kopargaon,
kopargaon,Ahmednagar,MAHARASHTRA
Mob. :9767164663
Email : achalautade2209@gmail.com

Sir,

You have been appointed as Assistant Professor in Physics in Rayat Shikshan Sanstha's Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon. on C.H.B. basis from 15/01/2022 to 30/04/2022 at non-grant section, of the academic year 2021-2022. Your appointment is subject to following terms and conditions:-

01. Your appointment is purely on C.H.B. basis for the above period on payment per hour / per lecture fixed by the Institution.
02. This appointment is purely on C.H.B. therefore you will not be entitled to get any type of benefit of regular employee from Education Department & Government of Maharashtra.
03. If you are found absent continuously for more than three days without prior permission, your services will be terminated automatically.
04. You will be disqualified & terminated if your performance is unsatisfactory or you indulge in any kind of misbehavior, misconduct or illegal act, during the service period. You will have to strictly follow the rules, guidelines & instructions given by the Sanstha. If you do not follow any of the terms & conditions mentioned above, it will be presumed that you are disqualified for the above post & your appointment will be terminated immediately.
05. If your acceptance is not received within seven days from the date of receipt of the appointment order, your appointment will be treated as cancelled.
06. After completion of the said period, your appointment will be terminated automatically without any notice of termination.
07. Your appointment is purely C.H.B basis. Therefore you will not claim any right in the said post in future. You will not claim any right of permanent employee in the said post. You shall give an undertaking on a bond of Rs.100/- to that effect.
08. You shall submit your correct mailing address to the head of the institution for communication and the originals as well as certified true copies of relevant testimonials such as birth date certificate mark sheets, experience certificate, discharge/ relieving certificate, caste certificate, change of name certificate (if any) etc. before joining your duties.
09. You have to submit medical certificate from civil surgeon / approved medical officer to prove your physical fitness.
10. You have to produce caste validity certificate within a three months from the date of your appointment, if required, otherwise your appointment will be cancelled with immediate effect.

S S G. M. College, Kopargaon
No. 930
Date 28/1/2022



Joint Secretary (H.Edn.)
Rayat Shikshan Sanstha, Satara

Principal
S S G. M. College
Kopargaon

Copy for information & necessary action.

Principal, Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon.

You are informed to check the educational qualification, caste certificate & other relevant documents of the candidate & submit the joining report

15/01/2022
8771/2022

28/1/2022

Employee Name:- Autade Dipak Machhindra
Place: Kopargaon



Dear, Autade Dipak Machhindra
Sub: LETTER OF TERMS & CONDITIONS.

We refer to your application seeking employment with **RuralShores Business Services Pvt. Ltd.**, (Company) and also the subsequent interview discussions you had with us.

We are glad to inform you that, you are working in the Kopargaon center " designated as a "Apprenticeship" in "Service Delivery" department with grade "AP2" subject to the service rules of the Company that are in force and that may be introduced from time to time, in addition to the terms and conditions hereinafter set out:

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **13/10/2021**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

- 1.1 Your initial place of work will be Company's Office located at "Kopargaon" India.
- 1.2 However, considering Company all requirements, you may be transferred to any other location, any of the affiliates, subsidiaries, and / or sister concern(s) as may be decided by the Company.
- 1.3 In such situations, you will be required to report at the designated location as per the terms and conditions contained in the transfer letter without being eligible for any additional remuneration, benefits etc. unless specified otherwise.
- 1.4 On reporting at the designated location of RSBS, you will be governed by the service rules, Policies and terms and conditions as applicable at the location of RSBS to which you are transferred.
- 1.5 During the course of employment with RSBS, you may be required to travel and work in India and / or overseas at any of the Company's establishments or client sites for the purposes of providing the services of the Company.

2. NOTICE OF TERMINATION

- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; service certificates etc.
- 2.2 After confirmation of your service by the Company, your services can be terminated by either party by giving one month prior written notice or payment in lieu thereof.
- 2.3 It is to be noted herein that during the notice period you shall not be entitled to any leaves unless there are medical or other family emergencies.
- 2.4 Notwithstanding anything stated above, your date of relieving from the Company may be extended until the completion of certain works or projects which you are entrusted with to do or until complete knowledge transfer has been made by you to the Company or a suitable replacement is found for your position and the Company approves the same in writing.

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135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore -

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company shall terminate your employment with immediate effect without any notice or payment in lieu thereof whatsoever.

2.6 In case of your resignation, Company reserves the right upon receiving notice from you, to waive such notice period and pay gross salary for the duration of notice period waived. Kindly note that gross salary for the purposes of this clause would mean only your monthly gross salary and would not include any allowances, reimbursements, perquisites or benefits.

3. DUTIES AND OBLIGATIONS

3.1 You shall hereby agree and confirm that you will devote full time and attention to provide the services and perform such other duties as required by the Company. You also agree to use the best efforts in the performance of your duties and responsibilities and shall perform all the duties with due care, skill and diligence.

3.2 You shall be entitled to leave with wages and other applicable leaves as per the policies of the Company as applicable to you.

3.3 You shall, during the term of your Employment with the Company, refrain from absenting from work without reasonable cause and prior written approval and / or consent for the entire period for which you are stipulated herein as having to work for the Company.

3.4 You shall ensure that during the term of your Employment with the Company, you shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Company, or otherwise misbehave in a manner that would be construed as being in violation of the rules and regulations of the Company in force from time to time including the terms and conditions contained in this letter of employment.

3.5 You agree that during the term of your Employment with the Company you shall work exclusively for the Company and that you will not perform or undertake to perform any work for any other person and / or Company without the prior written permission of the Company. For the purposes of this clause, "work" shall mean and include any job, service, consultation, training, piece-work, parttime work or contract work carried out by you for the benefit of any legal entity either yourself or through any other person or legal entity for monetary gain or otherwise.

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

3.7 You shall take good care of all equipment's / tool / aids / materials / documents and other items of the Company entrusted to you and shall not misuse for personal usage or benefit or gains.

3.8 You also agree and confirm that you will not seek; solicit or make or accept any favors from Employees, Colleagues; Clients; Vendors; Center Partners etc., in any form including but not limited to financial assistance; material in kind or in any other form during the course of employment with the Company.

4. NON-COMPETE AND NON-SOLICITATION:

4.1 You shall not, during the continuance of your employment with the Company or after the date of termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or to


Principal
S.S.G.M.College
Kopergaon

entice away or assist any other person to solicit or entice away from the Company any individual who is in employment of the Company.

- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written threatened breach of this clause may not be remedied solely by money damages, and that in addition to any other remedies, the Company is entitled to seek injunctive relief against you in a Court of competent jurisdiction for any such breach.
- 4.4 The restrictions contained in this clause are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently.
- 4.5 If any restriction set forth in this clause 2 is found by any court of competent jurisdiction to be unenforceable because it extends for too long a period of time or over too great a range of activities or in too broad a geographic area, it shall be interpreted to extend only over the maximum period of time, range of activities or geographic area as to which it may be enforceable.

5. CONFIDENTIALITY

- 5.1 You recognize that you are being hired in a position of trust and confidence with the Company and will in the course of your employment with the Company, be exposed to various items of secret and confidential information that are proprietary to the Company. You acknowledge that the Company needs to protect such secret and confidential information, covenants to hold any such information in trust for the Company and undertake not to disclose such information to any third party.
- 5.2 You may have access to any confidential information, documents, files, content during the term of your employment with the Company. You further agree that to the extent you have access to such information, intentionally, by accident, or otherwise, you will keep such information confidential and not further disclose or use such information to any person or entity unless such use or disclosure is necessary to carry out your related responsibilities. If you breach this confidentiality, appropriate disciplinary action up to and including termination of employment without any notice or compensation in lieu thereof may be initiated.
- 5.3 You represent that your performance of the terms of this Letter of Employment and your employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by you in confidence from any third party. You have not entered into and agree not to enter into, any agreement in conflict with this Letter of Employment or which in any way prohibits your performance of or restricts your ability to perform your obligations under this Agreement.

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause Two (2) above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;
- (b) Breach of any of the terms of this Letter; or any rules and regulations of the Code of Conduct, Standing Orders, Policies and Procedures of the Company.


Principal
S.S.G.P. College
Mangalore

RuralShores Business Services Pvt Ltd

135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore -

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

- (c) If you remain absent without prior approval or sanction of leave for 3 consecutive working days including extended days of absence.
- (d) You are unable to work because of any contagious illness or if you are found medically not fit to perform the work assigned to you;
- (e) You are found guilty of any misconduct as defined under law or under the relevant provisions of the rules and regulations of the Company as notified to you from time to time; Commission or omission of any act, misconduct as per the Service Rules and / or Standing Orders of the Company.
- (f) If you are found guilty for any reason and are arrested by police or convicted by any court of law. If you are involved in any riotous; retaliation; violence activities within or outside the office premises; or found involved in any harassment activities including sexual harassment.

7. JURISDICTION

7.1 In case of any disputes between yourself and the Company, the Courts at Bangalore shall have jurisdiction to adjudicate any such matters.

This appointment is subject to your being certified medically fit by a registered medical practitioner. The Company shall have the right to order you to undergo the medical test at any time during your service to determine fitness. In the event of you being found unfit for the work for which you are employed, the company shall have the right to terminate your service based on such reports in accordance with the terms contained in this letter.

Please note that this offer of employment is subject to our receiving satisfactory references from your previous employer, if any and other references provided by you.

Further, please note that this Employment is made to you based on the information, documents, qualification certificates, experience certificates, etc., provided by you to the Company either at the time of interview or subsequent meetings / discussions. In the event of any willful and / or negligent misrepresentation of facts in any of the documents, information, certificates provided shall be deemed as a fraudulent act on your part and it will be sufficient for dismissal from the services of the Company without any notice or compensation in lieu thereof.

Please indicate your acceptance of the terms and conditions of this employment agreement by signing and returning a copy of the same.

ACCEPTANCE AND DECLARATION

I hereby acknowledge the terms and conditions of this Letter of Employment with Terms and Conditions, and having read and understood them, I hereby agree and declare that they apply to my employment with the Company. I further confirm and declare that I shall abide by the above terms and conditions.

Employee Name: .. Autade Dipak Machhindra

Signature

Date: 07/09/2021

Approved By



Accepted by


Principal
S.S.G.M.College
Kopergaon

B. Um

6

QUESS

Date: Oct 23, 2021
Offer No : QS2366582

SWATI AHER
PUNE
PUNE
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **SWATI AHER**

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

DEPUTATION:

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

You will with effect from OCT 28, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

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

TENURE:

The term of your Contract shall be valid from OCT 28, 2021 to OCT 29, 2022.

COTERMINOUS:

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

LOCATION:



Ikya Confidential

Offer No : QS2366582

Page 1

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Serjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.



Principal
S.S.G.M. College
Kopergaon

Compensation Sheet

Offer No: QS2366582 Associate Name: SWATI AHER
 Designation: branch relationship executive Location: PUNE

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13000	156000
House Rent Allowance	750	9000
Statutory_bonus	1083	12996
City Compensatory Allowance	45	540
Gross Salary	14878	178536

Employer's Contribution		
Employer Provident Fund	1696	20352
Employer_esi	484	5808
Total Contribution	2180	26160
Cost to Company: (CTC)	17058	204696

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1566	18792
Professional Tax	200	2400
Total Deduction	1878	22536
Net Take Home	13000	156000

BGV Annexure

Please find below the BGV points needs to be taken care post joining with us.

1. Requesting you to get your BGV- All Levels completed within 55 calendar days from DOJ by providing correct required details alongwith proof as per point no. 2 at the time of joining else we will discontinue/ close your contract with immediate effect if BGV is not getting cleared



IKYA Confidential

Offer No : QS2366582

Page 7

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
 3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
 Open the camera on your smart phone and scan.


Principal
S.S.G.M.College
Kopergaon

RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER

(9)

Outward No.H.Edn./ **12904**

Date:- 15/01/2022

To,
Shri./Smt. AHER AKSHAY SARJERAO, M.Com,

Add: A/P Sanjivani, Sahajanand Nagar, Kopargaon,
Kopargaon, Ahmednagar, MAHARASHTRA
Mob.: 9623385491
Email : akshayaaher2398@gmail.com

Sir,

You have been appointed as Assistant Professor in Commerce in Rayat Shikshan Sanstha's Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon. on C.H.B. basis from 15/01/2022 to 30/04/2022 at non-grant section, of the academic year 2021-2022. Your appointment is subject to following terms and conditions:-

01. Your appointment is purely on C.H.B. basis for the above period on payment per hour / per lecture fixed by the Institution.
02. This appointment is purely on C.H.B. therefore you will not be entitled to get any type of benefit of regular employee from Education Department & Government of Maharashtra.
03. If you are found absent continuously for more than three days without prior permission, your services will be terminated automatically.
04. You will be disqualified & terminated if your performance is unsatisfactory or you indulge in any kind of misbehavior, misconduct or illegal act, during the service period. You will have to strictly follow the rules, guidelines & instructions given by the Sanstha. If you do not follow any of the terms & conditions mentioned above, it will be presumed that you are disqualified for the above post & your appointment will be terminated immediately.
05. If your acceptance is not received within seven days from the date of receipt of the appointment order, your appointment will be treated as cancelled.
06. After completion of the said period, your appointment will be terminated automatically without any notice of termination.
07. Your appointment is purely C.H.B basis. Therefore you will not claim any right in the said post in future. You will not claim any right of permanent employee in the said post. You shall give an undertaking on a bond of Rs.100/- to that effect.
08. You shall submit your correct mailing address to the head of the institution for communication and the originals as well as certified true copies of relevant testimonials such as birth date certificate mark sheets, experience certificate, discharge/ relieving certificate, caste certificate, change of name certificate (if any) etc. before joining your duties.
09. You have to submit medical certificate from civil surgeon / approved medical officer to prove your physical fitness.
10. You have to produce caste validity certificate within a three months from the date of your appointment, if required, otherwise your appointment will be cancelled with immediate effect.

S.G.M. College, Kopargaon

Outward No. 942

Date- 28/1/2022



Joint Secretary (H.Edn.)

Rayat Shikshan Sanstha, Satara

Copy for information & necessary action.

Principal, Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon.

You are informed to check the educational qualification, caste certificate & other relevant documents of the candidate & submit the joining report

shri Aher AS
15/01/2022

28/1/2022

Principal
S.G.M. College
Kopargaon

(8)

2021-22

August 17, 2021

Ms Abhale Gaurav Ramesh
At-Madhi Kh Post-Madhi Bk
, Maharashtra 423601, India
Mobile: 9960149803

Letter of Offer

Dear Abhale Gaurav,

This has reference to your application and subsequent discussion with us.

We are pleased to offer you an appointment in our Organization for position of **Trainee Research Associate in Synthesis** based at **Sector 58** on the terms and conditions as have been mutually agreed.

This offer is subject to you being found medically fit after proper medical examination and reference verification.

You will be issued a formal letter of appointment on your joining duties. You are advised to join us on or before **20 August 2021**. In case you fail to join your duties on the date mentioned, the management reserves the right to cancel your offer.

The compensation and benefits program applicable to your grade is enclosed for your reference. Please note your compensation is confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness. The cost that will be incurred by the company on account of your joining or reimbursement to you by the company i.e. Relocation Expenses and Notice Pay Reimbursement will be recovered in the full in the event of your leaving the company before completion of 12 months of service in the company.

We welcome you to Jubilant Biosys Ltd and look forward to a happy association. Please sign the duplicate copy of this letter in token of your acceptance and return the same to us.

Thanking you,
For Jubilant Biosys Ltd

HEAD-BUSINESS HR


Principal
B.S.G.M.College
Kopergaon

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August 17, 2021

Dear Abhale Gaurav,

This refers to our letter of Offer dated 17 August 2021 for the position of **Trainee Research Associate in Synthesis** based at **Sector 58**.

Please submit the following documents at the time of your joining:

1. Photocopy of Date of Birth and all Educational qualification certificates.
2. Photocopy of Relieving letter of previous employer(s).
3. Offer of Appointment or latest increment letter and last 3 months' salary slips mentioning overall compensation.
4. Certificate for current year income and tax deducted by previous employer. (Optional)
5. One softcopy and four recent passport-size photographs with maroon background.
6. Photocopy of PAN Card, Aadhaar Card & UAN card.
7. Please ensure all KYC details in UAN i.e. Aadhaar, PAN and Bank details are digitally approved on EPFO website (www.epfindia.gov.in)
8. Please ensure your name, Father's Name & DOB should be same in PAN Card, Aadhaar Card & UAN card. Any mismatch of details to be corrected before joining & shared with TA SPOC
9. One signed cancelled cheque of existing savings bank account with name printed for KYC
10. Copy of Aadhaar Card of all members declared under the Mediclaim Policy/ESIC.
11. If you are holding your bank account in SBI/ICICI bank, please bring one cancelled cheque for salary processing. In case you do not have your account in any of these banks, the same will be opened at the time of joining.

Please bring all original certificates/ documents for verification.

For Jubilant Biosys Ltd

HEAD-BUSINESS HR


Principal
S.S.G.M.College
Kopargaon

257

Compensation Structure - Abhale Gaurav Ramesh		
Position: Trainee Research Associate	Level :	A0
Department: Synthesis	Location:	Sector 58
Salary Components	Amount (In INR per month)	Amount (In INR per annum)
A. Monthly Salary		
Basic	9,170	110,040
House Rental Allowance	5,502	66,024
Conveyance Allowance	2,000	24,000
Special Allowance	1,176	14,112
Interim Bonus	1,000	12,000
Sub Total (A)	18,848	226,176
B. Retirement Benefits		
PF (Employer's Contribution) #1	1,482	17,784
Gratuity (As per Payment of Gratuity Act 1972)	441	5,293
Sub Total (B)	1,923	23,077
C. Other Benefits		
Mediclaime Insurance Premium with Parents #2	1,265	15,180
Group Term-Life Insurance Premium	222	2,664
Personal Accident Insurance Premium	47	564
ESIC	613	7,356
Sub Total (C)	2,147	25,764
Total Fixed CTC	22,917	275,000
Total CTC (A+B+C) :		275,000
Total CTC (in words): Rupees Two Lakh Seventy Five Thousand only/-		
#1 Employee's PF Contribution will be deducted as per the PF Act, 1952 from the earnings		
#2 Mediclaime Insurance coverage includes Self, Spouse, 2 dependent kids and Parents		


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2021-22

B. com

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HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

December 15, 2021

Ref:HDBFS/21-22/HRIC273999/App/588701

Ms.Shital Babasaheb Abhale,
House No-67,
Dwarka Park ,
Keshav Nagar ,
Mundh Ng,
Pune-411306

Dear Ms.Shital Babasaheb Abhale,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

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Kopergaon

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.
- t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than December 30, 2021.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- Proof of date of birth (Copy of driving license, Voter ID, Passport)
- Duly signed duplicate copy of Appointment Letter
- Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.





Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Ms.Shital Babasaheb Abhale

Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Name	MS.SHITAL BABASAHEB ABHALE		
Role	Sales Executive		
Grade	G7		
Location	Pune		
Annual Compensation Break up		HDBFS Monthly	
Basic	1,01,256	8,438	
HRA	40,500	3,375	
Conveyance Allowance	20,244	1,687	
Provident Fund (Employer's contribution)	14,580	1,215	
Gross Salary (A)	1,76,580	14,715	
ESIC (Employer's contribution)-----(B)	5,265	439	
Gratuity----- (C)	4,970	406	
Total Fixed Compensation (D=A+B+C)	1,86,715	15,560	
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref: HDBFS/21-22/HRIC273999/Appt/588701	

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Shital Babasaheb Abhale


Principal
S.S.G.M.College
Kopergaon