

**Employee Name:** - Abhale Kuldip Ashok

**Place:** Kopargaon

Dear, Abhale Kuldip Ashok

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
S.S.G. Collins  
Kopargaon

- (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: Abhale Kuldeep Ashok

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** AbhaleDhananjayRajendra  
**Place:** Kopargaon

Dear, AbhaleDhananjayRajendra

**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.

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*(Signature)*  
S.S. S. S. S.  
Kopargaon

- (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.
- (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.
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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.

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**Employee Name:** Abhale Dhananjay Rajendra

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M.College  
Kopergaon

39

3

326 2020-20

18



**Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery**

*Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".*

**Offer valid for the next 24 hours only**

Dear Manjushree Abhale,

2<sup>nd</sup> May 2020

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early-stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of **Research Associate - Trainee**

**Date of Joining: 1<sup>st</sup> June 2020.**

The CTC (Cost To Company) pay will be **Gross INR 2.34 Lakhs per annum.**

**The annual package could total INR 2.34 Lakhs + INR 0.26 Lakhs (subject to performance) = INR 2.60 Lakhs.**

The performance bonus which is subject to performance could be **INR 0.26 Lakhs per annum payable at the end of the financial year.** An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

**Please refer Annexure - I for CTC break-up.**

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part-time businesses, job, freelancing work during or after completion of office hours. Please note that such activities during employment of o2h will be considered as a violation of the agreement and we may take action against such violation".

You are requested to produce **all** the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

**This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.**

#### **Annexure - I**

Registered Address: Oxygen Healthcare Research Pvt. Ltd, "Sharmista Research Campus", Plot-35, Panchratna Industrial Estate, Near IIP Laxminarayan Petrol Pump Sarkhej- Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M. College  
Kopargaoon

Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery

	Monthly (INR)	Yearly (INR)
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employee	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits, Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in FY 2021 for the period worked with in o2h in single FY only (April-March).

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact Sonia More on +91 7434971747. Please send us the scanned copy of the offer letter signed after confirmation to sonia@o2h.com.

Regards,

  
Sonia More



Employee: Manjushree Abhale

37

3/8

4

2020-21



**Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery**

*Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".*

**Offer valid for the next 24 hours only**

Dear Punam Abhale,

28<sup>th</sup> April 2020

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

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**Principal**  
**S.S.G.M. College**  
**Kopergaon**



Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery

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Regards,

Sonia More

Employee: Punam Abhale



**Employee Name:-** Aher Ayush Walmik

**Place:** Kopargaon

Dear, Aher Ayush Walmik

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**APPOINTMENT**

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**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

*(Signature)*  
S.S.G.M. Silega  
Kopargaon

- (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.
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Employee Name: Aher Ayush Walmik

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M College  
Kopergaon

**Employee Name:-** Aher Kiran Nanasaheb  
**Place:** Kopargaon

Dear, Aher Kiran Nanasaheb

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**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

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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:** Aher Kiran Nanasaheb

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:- Aher Sainath Abhimanyu**  
**Place: Kopargaon**

Dear, Aher Sainath Abhimanyu

**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 **02/10/2020**(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

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560048www.ruralshores.com

CIN: U74120KA2008PTC046330

  
S. S. S. College  
Kopargaon

- (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.
- (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:** Aher Sainath Abhimanyu

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kogarahalli

**RuralShores Business Services Pvt Ltd**

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

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**Employee Name:-** Aher Sunil Vitthal

**Place:** Kopargaon

Dear, Aher Sunil Vitthal

**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 **02/10/2020**(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

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CIN: U74120KA2008PTC046330

- (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.
- (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.

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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: Aher Sunil Vitthal

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopargaon



2020-21 MA II

~~2019-20~~

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FORM 2 (GROUP 1)  
IDENTITY CARD



Name: RAJESH D. AHIRE  
Emp Code: 1010101 008 4402197X  
Design: 16 3613240

SCHELT FACILITIES CELL  
S. S. G. M. COLLEGE, KOPARGAON

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Bagul Ganesh Vijay  
**Place:** Kopargaon

Dear, Bagul Ganesh Vijay

**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 **02/10/2020**(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.
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- 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

  
Principal  
S.S.G.M. College  
Kopargaon

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CIN: U74120KA2008PTC046330

- (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.
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- (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: Bagul Ganesh Vijay

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.M.College  
K...

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Barde Nitish Sakhahari  
**Place:** Kopargaon

Dear, Barde Nitish Sakhahari

**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 **02/10/2020** (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.

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CIN: U74120KA2008PTC046330

S.S.G.H. College  
Kopargaon

- (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.
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- (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:** .. Barde Nitish Sakahari

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopergaon**

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:- BhakareKrushna Ganesh**

**Place: Kopargaon**

Dear, BhakareKrushna Ganesh

**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 **02/10/2020**(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.
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- 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**

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- 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

*[Handwritten Signature]*  
Principal  
Kopargaon

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- (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.

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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:** Bhakare Krushna Ganesh

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Bhagure Sachin Sopan  
**Place:** Kopargaon

Dear, Bhagure Sachin Sopan

**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 **20/10/2020** (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.
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- 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.
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- 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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

B.S.G. College  
Kopargaon



- (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: .. Bhagure Sachin Sopan

Signature

Date: 22/10/2020

Approved By



Accepted by

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:- Bhakare Kunal Rajendra Place: Kopargaon**

Dear, Bhakare Kunal Rajendra

**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 **02/10/2020**(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.
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**2. NOTICE OF TERMINATION**

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

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CIN: U74120KA2008PTC046330

*(Signature)*  
Principal  
G.P. College  
Kopergaon

- (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.
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- (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.

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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:** Bhakare Kunal Rajendra

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Kopargaon

**Employee Name:-** Bhakare Manoj Shripati  
**Place:** Kopargaon

Dear, Bhakare Manoj Shripati

**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 **02/10/2020**(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.
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#### **2. NOTICE OF TERMINATION**

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*GA*  
Principal  
of S.G.M. College  
Kopargaon

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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:** Bhakare Manoj Shripati

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Dange Gokul Bhausaheb  
**Place:** Kopargaon

Dear, Dange Gokul Bhausaheb

**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 **02/10/2020**(date of joining) and your employment duration will be 6 months from the date of joining.

**1. PLACE OF WORK**

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Principal  
B.S.S. College  
Kopargaon

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CIN: U74120KA2008PTC046330

**Employee Name:-** Bhakare Vaishnav Ashok  
**Place:** Kopargaon

Dear, Bhakare Vaishnav Ashok

**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.

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Principal  
S. S. College  
Kopergaon

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## 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.

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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.

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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:** Bhakare Vaishnav Ashok

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.M.I. College  
Kopergaon



**Employee Name:** - Bhingare Akash Sainath  
**Place:** Kopargaon

Dear, Bhingare Akash Sainath

**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 **02/10/2020** (date of joining) and your employment duration will be 6 months from the date of joining.

**1. PLACE OF WORK**

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Principal  
S.S.C.A. College  
Kopargaon

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### 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: .. Bhingare Akash Sainath

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopargan

**Employee Name:-** Bhokare Yogesh Narendra  
**Place:** Kopargaon

Dear, Bhokare Yogesh Narendra

**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.

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S.S.G.M. College  
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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:** Bhokare Yogesh Narendra

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
B.S.G.M. College  
Kopergaon

**Employee Name:-** Bhujade Manoj Kishor  
**Place:** Kopargaon

Dear, Bhujade Manoj Kishor

**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 **02/10/2020**(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.

  
Principal  
B.S.G.M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Bhujade Manoj Kishor

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.M. College  
Kopergaon

**Employee Name: - Birute Sachin Balasaheb**  
**Place: Kopargaon**

Dear, Birute Sachin Balasaheb

**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 **02/10/2020** (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**

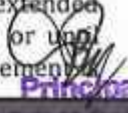
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; 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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
S.S.G.H. College  
Kopargaon

- (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.
- (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: .. Birute Sachin Balasaheb

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon



**Employee Name:** - Borase Navnath Kadu  
**Place:** Kopargaon

Dear, Borase Navnath Kadu

**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 **20/10/2020** (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.

  
Principal  
S.S.M. College

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www.ruralshores.com

CTN: 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:

  
Principal  
R.S. M. College  
Koramangla

- 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 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;

  
Principal  
S.S.C.M. College  
Kopargaoan

**RuralShores Business Services Pvt Ltd**

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www.ruralshores.com

CIN: U74120KA2008PTE046330

- (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.
- (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: .. Borase Navnath Kadu

Signature

Date: 22/10/2020

Approved By



Accepted by

Principal  
S.S.G.A. College  
Kopergaon

**Employee Name:** - Bornare Pravin Vitthal  
**Place:** Kopargaon

Dear, Bornare Pravin Vitthal

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

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www.ruralshores.com

CIN: U74120KA2008PTC046330

*Pravin*  
S.S. Srinivas  
Kopargaon



MA - 2018-19

**ORDER OF APPOINTMENT**

From:  
JOINT SECRETARY,  
RAYAT SHIKSHAN SANSTHA,  
SATARA.

Ref. No. CHBREG/1164  
Date :- 30/08/2018

To,  
Shri/Smt. CHANDGUDE KISHOR KARBHARI M.A.B.Ed  
Add :- AP CHASNALI TAL. KOPARGAON DIST. AHMEDNAGAR 423604 City: CHASNALI, Teh  
Kopargaon, Dist: Ahmednagar, Pin: 423604 State: Maharashtra  
Contact No :- 9665162244

Sir / Madam,

With reference to your application dated ---, I have the pleasure to inform you that you are hereby appointed as a Junior College Teacher in the subject of ECONOMICS in, Shri Chhatrapati Shivaji Vidyalaya & Junior College, Kolapewadi, Tal. Kopargaon, Dist. Ahmednagar conducted by the Rayat Shikshan Sanstha on Rs. CHB per month on a scale of Rs. As per Govt. rules w.e.f 01/09/2018 the date you report for duty.

1. You will not be entitled to allowances such as compensatory local allowance, house rent allowance and dearness allowance as specifically sanctioned by Government from time to time.
2. Your appointment is purely temporary basis. After expiry of the period your services shall stand terminated without any notice.
3. The terms of your employment and conditions of service shall be as laid down in the Maharashtra Employees of Private Schools (Conditions of service) Regulation Act 1977 and rules 1981 and the rules made there under.
4. You shall have to undergo a medical examination by Dr. \_\_\_\_\_ + Within three months from the date of joining the post. Your appointment shall be conditional pending the receipt of physical fitness certificate from the doctor whose name is mentioned above.
5. You are requested to acknowledge receipt of this order of appointment and communicate the acceptance of the appointment and joining report up to 06/09/2018 three blank forms of the letter of acceptance are enclosed. The forms should duly be filled in, in all respects and each of them be sent to this office, to the regional Inspector and to the Head of the Institution.
6. If no reply accepting the appointment and joining report is received within the period mentioned in paragraph 5, the order shall be treated as cancelled.
7. You will have to execute an agreement bond on a Stamp paper worth Rs. 100/- to the effect that you will serve the Sanstha for the period of your appointment in accordance with Service Conditions as laid down in the Maharashtra Employees of Private Schools (Conditions of service) Regulation Act, 1977 and rules 1981 and the rules made there under and Sanstha.
8. Your appointment and pay is subject to approval of the Education Department.
9. If your work is found unsatisfactory, your service will be discontinued immediately.
10. Your appointment is up to the last working day of this academic year i.e. 2018-19 or up to until further order of the Sanstha, whichever is earlier.
11. Your appointment is made as per Advertisement dated 25<sup>th</sup> May 2018
12. You shall not have any claim on this post as a right.

Yours faithfully,

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

Copy forwarded for information and necessary action...

i) The Head Master, Shri Chhatrapati Shivaji Vidyalaya & Junior College, Kolapewadi, Tal. Kopargaon, Dist. Ahmednagar

- i) He is informed that certificates pertaining to educational qualifications and caste certificates should be verified and checked and that it should be confirmed that all the certificates are correct.
- ii) He should report to this office immediately the date on which the person concerned joins his duties in the institution. The agreement Bond should be got executed from him on the same day he joins the Institution.

The Inspector, Rayat Shikshan Sanstha, Northern Region, Ahmednagar

**Employee Name:-** Chavhan Dattu Pundlik

**Dear,** Chavhan Dattu Pundlik

**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 **02/10/2020**(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.

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

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
Kopargaon

- (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:** Chavhan Dattu Pundlik

**Signature**

**Date:** 04/10/2020

**Approved By**

**Accepted by**



  
Principal  
S. S. G. M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330



# TARNI STEEL LLP

Regd. Office Address :-  
CB-6, ROMANSQUE VILLA, LABHANDI,  
G.E. ROAD. RAIPUR (C.G.)



BA - Hinda ✓ 2020-21 m f u  
(35)  
Mobile No. 90398 79649, 86028 79649  
E-mail Id : tarnisteellp@gmail.com  
LLP Identification Number: AAN-70944  
PAN No. : AAOFT5179P  
GSTIN : 22AAOFT5179P1ZC

Ref. No.

Date .....

Date :- 01/10/2020  
Ref : TSLLP/APPT/2020/OCT/001

Mr KIRAN DANGE  
NASHIK MAHARASHTRA

SUB : LETTER OF APPOINTMENT

Dear Mr KIRAN


With reference to your application and subsequent personal interview you had with us, we are pleased to offer you the appointment in this organization at the position of SUPERVISOR (G1) . Your appointment will be effective from your date of joining on the following terms and conditions.

#### 1. PAY AND EMOLUMENTS

Your total monthly CTC will be Rs 27000/- only (Rs TWENTY SEVEN THOUSAND ONLY) inclusive of all benefits. For detail please refer to Annexure-A

#### OTHER BENEFITS

- No other benefits/Allowance will be applicable unless sanctioned by the management in writing.
  - Management reserves the right to merge or modify your emoluments, at its sole discretion.
- Administratively and functionally, you will report to the MANAGER of our Siltara plant.
  - You will be on probation for a period of two months from your date of joining. Your probation can be extended at the discretion of the management. Confirmation of the services after expiry of the probation period (initial or extended) will not be deemed automatic unless confirmed by the management in writing.
  - During the probation period, your services can be terminated at any point of time without any notice & assigning any reason. After confirmation of your service, management reserves the right for termination of this appointment on giving one month notice or salary in lieu thereof. Similarly, you shall be at liberty to resign from services of the company after giving one month notice or payment in lieu thereof.
  - You will not divulge or give out to anyone by word of mouth or otherwise details of the organization in any form relating to its projects, research, administration etc.,
  - Grant of leave will depend on the exigencies of work and shall be at the discretion of the management.
  - Your annual increment will be based on your performance and efficiency.

  
Principal  
S.S.G.M. College  
Kopergaon

Works Address :- Plot No. 105 PART, PHASE-II, SILTARA INDUSTRIAL AREA, SILTARA, RAIPUR (C.G.) 493221  
Mobile No. 90398 79649, 86028 79649

# TARNI STEEL LLP

Regd. Office Address :-  
CB-6, ROMANSQUE VILLA, LABHANDI,  
G.E. ROAD. RAIPUR (C.G.)



Mobile No. 90398 79649, 86. 26. 79649  
E-mail Id : tarnisteellp@gmail.com  
LLP Identification Number: AAN-70944  
PAN No. : AAOFT5179P  
GSTIN : 22AAOFT5179P1ZC

Ref. No.

Date .....

8. Your appointment is in management cadre employee and the terms and conditions that are applicable to workmen category under Labour Legislation will not be applicable to you. You will be treated as an officer of the company.
9. You will automatically retire from the company on attaining the age of 60 years or earlier for physical or mental disability.
10. Your continuance in employment will be subject to the satisfactory antecedents verification. If any time the declarations given by you in your documents/applications found false/incorrect, your appointment will be deemed void and your services will liable for termination without any notice or salary in lieu thereof.

We look forward to your joining our team and wish you a long and successful career with our organization. Please sign & return the duplicate copy of this letter in token of your having accepted the same. You are advised to contact our HR department and complete the necessary joining related procedures.

With best wishes

For TARNI STEEL LLP



(UTPAL KISHORE MOHANTY)  
MANAGER

## DECLARATION

I have read and understood the above terms and conditions of this appointment and hereby give my acceptance to the same and also undertake to abide by them.

  
(KIRAN DANGE)

Date 7/10/2020

  
Principal  
S.S.G.M. College  
Kopargaoan

Works Address :- Plot No. 105 PART, PHASE-II, SILTARA INDUSTRIAL AREA, SILTARA, RAIPUR (C.G.) 493221  
Mobile No. 90398 79649, 86028 79649



# SATPALDA TRADING PRIVATE LIMITED

ISO 9001-2015

2/3

36

2020-21  
MATT

M.A

2020-21



15<sup>th</sup> March 2021,

**Dange Ramesh Gorakshanath**

A/P- Shahapur

Tal - Kopergaon, Dist - Ahmednagar. Pin - 423605

**Subject: Appointment for the post of 'Remote Sensing and GIS Executive'**

Dear Mr. Dange Ramesh Gorakshanath,

As per your application and our subsequent discussion, we are pleased to offer you, the position of 'Remote Sensing and GIS Executive' with SATPALDA Trading Private Limited on the following terms and conditions:

1. Your appointment will be effective on **22 March 2021**.
2. Your job title will be 'Remote Sensing and GIS Executive', and you will report to Mr. Santosh Singh.
3. Your monthly salary (CTC) will be 15,000 (Fifteen Thousand Only).
4. Job location for current project is Ghaziabad.

Sincerely,

For Satpalda Trading Pvt. Ltd.

(Ravindra Negi)

Authorised Signatory



HEAD OFFICE: 1006, KANCHENJUNGA BUILDING, 18, BARABHANDA ROAD, NEW DELHI - 110001, INDIA  
V: +91-11-23342618, 41703196 F: +91-11-2371502

BRANCH OFFICE: CP 2156, FIRST FLOOR, SECTOR 10A, VASUNDHARA, GHAZIABAD-201012, UP, INDIA  
V: +91-120-4135000, 4130543 F: +91-120-4130543

CIN No: U51909DL2004PTC109535  
E: info@satpalda.com W: www.satpalda.com

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Davange Krushna Gangadhar  
**Place:** Kopargaon

Dear, Davange Krushna Gangadhar

**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 **02/10/2020**(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

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

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CIN: U74120KA2008PTC046330

  
Principal  
S.S.C. College  
Kopargaon

- (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.
- (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:** Davange Krushna Gangadhar

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Dawange Nisha Kantaram  
**Place:** Kopargaon

Dear, Dawange Nisha Kantaram

**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 **20/10/2020** (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.

  
Kopargaon

**RuralShores Business Services Pvt Ltd**

# 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.M. College  
Kopergaon

- (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: Dawange Nisha Kantaram

Signature

Date: 22/10/2020

Approved By



Accepted by

Principal  
S.O.G.M. College  
Kopergaon





hores  
Nationwide

M.ans 20.21 ✓  
22  
42

12+9

Ref: RS/HR/APPT/PA/TN/2016/0900  
Ms Nisha Sanjay Deokar  
TQ-Kopargaon, Dist-Ahmednager, Maharashtra.  
423601

Date: 12<sup>th</sup> October 2016

Dear Nisha,

We are pleased to offer you employment for the position of "Process Associate", with RuralShores Business Services Pvt. Ltd. (hereinafter referred as "RuralShores") located at KOPERGAON with effect from 1<sup>st</sup> September 2016 However, should a need arise you may be transferred or expected to travel to any of our offices/subsidiaries/entities.

**1. Remuneration**

The break-up of your compensation is annexed. Salary will be paid into your salary account by the last day of each month. Your total cost to the company salary will be 1,10,136 /- Rs per annum.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - 3) on the principle of cost to company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

**2. Salary Revision**

Your remuneration will be subject to annual review, or at such times as may be appropriate. Ruralshores follows Pay-for-Performance policy and the result of any remuneration review will take your performance into account. The information relating to your remuneration package is strictly confidential hence request you to maintain confidentiality.

**3. Probation**

You shall be automatically confirmed after probation of 6 months, unless extended for such further period by the management based on performance reviews and related communication to you, in writing. During probation your services are liable to be terminated by either side with one month notice.

**4. Working Hours**

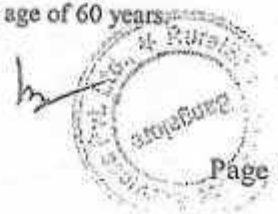
The work timings will be determined by your reporting manager, based on the business need. However, due to business exigencies employees may be required to work at different timings which may be prescribed by the manager from time to time. In all such cases, the actual working hours shall be as allotted by the respective manager.

**5. Absence**

In case you absent yourself from work for more than 3 days or more or extend leave on your own beyond leave granted, you shall be deemed to have voluntarily abandoned 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 by the organization.

**6. Notice of Termination**

- a) After confirmation of your service by the company, your services shall be liable to be terminated by giving one month notice or payment in lieu of notice. Such notice may not be offset by unused leave as there is no encashment of unused leave. The relieving date will be decided by your reporting manager.
- b) If your actions at any time constitute a serious breach of RuralShores's standards of behaviour, Ruralshores may end this contract and terminate your employment immediately without giving any notice.
- c) You will retire from the service of the Company on attaining the superannuating age of 60 years.



Principal  
S.S.G.M. College  
Kopergaon

### Compensation & Benefits

1. All entitlements given below are applicable after you have joined RuralShores. The entitlements are subject to company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

2. Statutory Bonus – will be paid in accordance with Payment of Bonus Act 1965.

3. These entitlements shall cease upon the termination of your employment with RuralShores. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with your local HR team for details.

Compensation Structure		
Name	Nisha Sanjay Deokar	
Designation	Process Associate	
Components	Monthly(Rs.)	Annual(Rs.)
Basic	4800	57600
Dearness Allowance	3057	36684
<b>Gross</b>	<b>7857</b>	<b>94284</b>
Provident Fund ( Employer Contribution)	943	11316
Gratuity	378	4536
<b>CTC</b>	<b>9178</b>	<b>110136</b>

4. The Company at any time, reserves the right to review and restructure its Compensation Package.

5. **Provident Fund / Employee Pension Scheme** - You will be required to subscribe to the Provident Fund scheme as may be applicable to you. The company will contribute 12% + 1.61 of your Basic + DA salary as per the PF Sealing Limit. An equal amount will be contributed to the employee & will be deducted from the employee.

6. **Gratuity** - Employee is entitled for this benefit as per provisions of Gratuity Act from time to time.

Prepared By

  
Joy

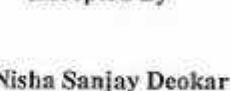
Checked By

  
Abhinanda B. L.

Approved By

  
Maharaja Gokulavasa

Accepted By

  
Nisha Sanjay Deokar

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:** - Deokar Pratik Bhimashankar  
**Place:** Kopargaon

Dear, Deokar Pratik Bhimashankar

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

Kopargaon

- (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.
- (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:** .. Deekar Pratik Bhimashankar

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M/College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Deshmukh Aniket Dattatray  
**Place:** Kopargaon

Dear, Deshmukh Aniket Dattatray

**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 **02/10/2020**(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.
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- 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

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- (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:** Deshmukh Aniket Dattatray

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

A handwritten signature in blue ink, likely of the Principal of B.S.C.M. College, Kopergaon. Below the signature is a purple stamp that reads "Principal B.S.C.M. College Kopergaon".

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Dhamane Somnath Raju  
**Place:** Kopargaon

Dear, Dhamane Somnath Raju

**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 **02/10/2020**(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.
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Principal

- (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.
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- (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:** Dhamane Somnath Raju

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M College  
Kopargon



48

M. Com

RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER

2020-21

Outward No.H.Edn./ 12894

Date:- 15/01/2022

To,  
Shri/Smt. DIGHE SONALI BALASAHEB, M.Com,  
Add: A/p-Ravande, Tal-Kopargaon, Dist-Ahmednagar, Ravande, Kopargaon,  
Kopargaon, Ahmednagar, MAHARASHTRA  
Mob. :9561175992  
Email : dighesonali1997@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. G. M. College, Kopargaon.

Shri. Dighe SB  
15/1/2022  
28/1/2022

Inward No. 946

Date: 15/1/2022



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

Principal  
S.S.G.M. College  
Kopargaon

**Employee Name:** - Ekhande Prasad Bhausheb  
**Place:** Kopargaon

Dear, Ekhande Prasad Bhausheb

**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 **04/09/2020** (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.
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- 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.
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## 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.

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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: .. Ekhande Prasad Bhausheb

Signature

Date: 02/09/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com, CIN: U74120KA2008PTC046330

**Employee Name:-** Gade Shivani Vikramaditya  
**Place:** Kopargaon

Dear, Gade Shivani Vikramaditya

**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 **02/10/2020**(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.
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S.S.G.M.College  
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CIN: U74120KA2008PTC046330

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### 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: Gade Shivani Vikramaditya  
04/10/2020

Signature

Date:

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Gadekar Siddharth Balasaheb  
Place: Kopargaon

Dear, Gadekar Siddharth Balasaheb

**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**

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**1. PLACE OF WORK**

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- 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**

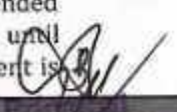
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; 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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTCO46330

  
S.S. College  
Kopargaon

- (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.
- (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:** .. Gadekar Siddharth Balasaheb

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Gaikwad Akshay Rajendra  
**Place:** Kopargaon

Dear, Gaikwad Akshay Rajendra

**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 **20/10/2020** (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.

  
Principal  
S. S. M. College  
Kopargaon

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CIN: U74120KA2008PTC046330



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- (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: .. Gaikwad Akshay Rajendra

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopergaon

**Employee Name:-** Gaikwad Prasad Bhagwan  
**Place: Kopargaon**

Dear, Gaikwad Prasad Bhagwan

**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 **02/10/2020**(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.
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#### **2. NOTICE OF TERMINATION**

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CIN: U74120KA2008PTC046330

Principal  
S.S. Chavhan  
Kopargaon

- (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.
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- (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:** Gaikwad Prasad Bhagwan

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopergaon

**Employee Name:** - Gaikwad Shekhar Govind

**Place:** Kopargaon

**Dear,** Gaikwad Shekhar Govind

**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 **02/10/2020** (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.
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#### **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.
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# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

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## 7. JURISDICTION

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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.

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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: .. Gaikwad Shekhar Govind

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Gandhi Harshada Punamchand  
**Place:** Kopargaon

Dear, Gandhi Harshada Punamchand

**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 **02/10/2020**(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.
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- 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.
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Principal  
S.S.M. College  
Kopargaon

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CIN: U74120KA2008PTC046330

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## 7. JURISDICTION

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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:** Gandhi Harshada Punamchand  
04/10/2020

**Signature**                      **Date:**

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Gangwal Shreyas Ajit  
**Place:** Kopargaon

Dear, Gangwal Shreyas Ajit

**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 **02/10/2020** (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.
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#### **2. NOTICE OF TERMINATION**

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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.

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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:** .. Gangwal Shreyas Ajit

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kerpargaon

**Employee Name:** - Gavade Santosh Ramdas  
**Place:** Kopargaon

Dear, Gavade Santosh Ramdas

**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 **04/09/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S. College  
Kopargaon

- (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.
- (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: .. Gavade Santosh Ramdas

Signature

Date: 02/09/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Gawali Mayur Subhash  
**Place:** Kopargaon

**Dear** Gawali Mayur Subhash

**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 **02/10/2020**(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**

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CIN: U74120KA2008PTC046330

G.S.V. College  
Kopargaon

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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:** Gawali Mayur Subhash

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M College  
Kopergaon

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**Employee Name:-** Gaware Vijay Dipak  
**Place:** Kopargaon

Dear, Gaware Vijay Dipak

**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 **02/10/2020**(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.
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- 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.

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Principal  
S.S.U. College  
Kopargaon

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## 7. JURISDICTION

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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:** Gaware Vijay Dipak

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

A handwritten signature in blue ink, followed by a purple stamp that reads "Principal S.S.G.M. College Kopergaon".

**Employee Name:-** Giri Rushikesh Vijay  
**Place:** Kopargaon

**Dear,** Giri Rushikesh Vijay

**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 **02/10/2020**(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.
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Principal  
Kopargaon College  
Kopargaon

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560048www.ruralshores.com

CIN: U74120KA2D08PTC046330



- (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.
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## 7. JURISDICTION

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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:** Giri Rushikesh Vijay

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name: - Gite Sagar Arun**  
**Place: Kopargaon**

Dear, Gite Sagar Arun

**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 **20/10/2020** (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.
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**2. NOTICE OF TERMINATION**

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**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

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CIN: U74120KA2008FTC046330

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**Employee Name:** Gite Sagar Arun

**Signature**

**Date:** 22/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopergaon**

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** GonateAvinash Kailas  
**Place:** Kopargaon

Dear, GonateAvinash Kailas

**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.

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*(Signature)*  
Kopargaon

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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: ..Gonat Avinash Kailas

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Gondkar Shivam Ashok  
**Place:** Kopargaon

Dear, Gondkar Shivam Ashok

**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 **02/10/2020**(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

  
Principal

S.S.G.M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Gondkar Shivam Ashok

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Mangalore

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Gujar Mukund Sanjay  
**Place:** Kopargaon

Dear, Gujar Mukund Sanjay

**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 **02/10/2020**(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.
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- 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 under

  
Principal  
S.S.G.M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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- (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:** Gujar Mukund Sanjay

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Konaraog

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

30

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292

2020-21



**Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery**

*Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".*

**Offer valid for the next 24 hours only**

Dear Akash Harkal,

15<sup>th</sup> April 2020

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early-stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) or Second shift (02:00 pm to 10:00 pm), as per the business needs.

We are delighted to offer you the grade of **Research Associate - Trainee**

**Date of Joining: 3<sup>rd</sup> August 2020.**

The CTC (Cost To Company) pay will be **Gross INR 2.34 Lakhs per annum.**

**The annual package could total INR 2.34 Lakhs + INR 0.26 Lakhs (subject to performance) = INR 2.60 Lakhs.**

The performance bonus which is subject to performance could be **INR 0.26 Lakhs per annum payable at the end of the financial year.** An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the HRM and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

**Please refer Annexure - 1 for CTC break-up.**

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part-time businesses, job, freelancing work during or after completion of office hours. Please note that such activities during employment of o2h will be considered as a violation of the agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

**This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.**

**Annexure - I**

	Monthly (INR)	Yearly (INR)
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employee	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits, Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in FY 2021 for the period worked with in o2h in single FY only (April-March).

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact Krishna Keshwala on +91 8000801801. Please send us the scanned copy of the offer letter signed after confirmation to Sonia@o2h.com.

Regards,



Sonia More



Employee: Akash Harkal

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2020-21

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04 January 2021

APPOINTMENT LETTER

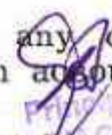
**Ms. Manasi Santosh Hingmire**

Shrinath Niwas, Dharangaon road, Kopargoan, Mumbai - 423601, Maharashtra, India

Dear **Manasi**,

We are pleased to appoint you as **Trainee** in the **Level 0** in **A R&D** department at our unit Located in **Shameerpet** with effect from **04 January 2021** and your EmployeeID is **104260**. You shall be governed by the following terms and conditions:

- 1. Your present total compensation (CTC) is **Rs.240000/-** (Rupees Two Lakh Forty Thousand Only) per annum.
- 2. You will be on training for a period of One Year from the date of joining. The training period can be curtailed or extended at the sole discretion of the Management depending on the assessment of your overall performance. Unless confirmed in writing, you will continue be on training.
- 3. During training period your services may be terminated by giving **one month notice** period on either side or payment of one month basic salary in lieu thereof and upon confirmation your service may be terminated by giving three months' notice on either side or payment of three months basic salary in lieu thereof. The Company may immediately terminate your service without any compensation or notice thereof, if you are in any breach of your responsibilities/Code of Conduct as determined by the Company.
- 4. Your continuance in employment will be further subject to your remaining medically fit. The management will have the right to get you examined or reexamined from Company's Physician whose decision shall be final and binding on you.
- 5. You will be entitled to all statutory benefits like Leave, Bonus and Gratuity etc. as applicable to your cadre and in accordance with the Company's policies from time to time.
- 6. Your service are however, liable to be transferred or deputed to any of our Offices/Units/Divisions etc. purely at the discretion of the Management on account of exigencies of work without any additional remuneration.

  
Principal  
S.S. Unit, Kopargaon

7. You will be a whole-time employee of the Company and will not engage yourself in any work similar in nature to that of the Company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise.
3. You will have to maintain high personal integrity and moral conviction.
1. You will not appear in any examination without prior written permission from the management.
0. Management expects you to discharge your duties diligently and honestly and you should not disclose, utilize or divulge to any other Company, firm or person, the affairs, process or techniques without written consent of the management.
1. If for any reason, you become incapable of performing the duties assigned to you or in the event of giving false particulars in your application and deliberately not disclosing any information, which in the opinion, would have prompted us not to appoint you, then in such case your employment will be dispensed off without any notice and compensation thereof.
2. In the event of termination or resignation, you shall hand over all the documents and papers, keys and other property of the Company as may be in your custody, care or charge to your immediate superior and obtain a clearance from respective departments.
3. In the event of sickness preventing you from satisfactory performance of your duties over a prolonged period, the company reserves the right to terminate your employment or vary the terms and conditions over a given period.
1. You will devote your whole time and attention to the interest of the Company in any place of business to which you are posted.
- i. You will not enter into any speculation or become interested in any business or do any trading in your own account without receiving permission in writing from the company.
- i. You will be bound to observe the rules of the office discipline and / or other instruction in force from time to time, to the entire satisfaction of your superiors. The Company may terminate your service without notice in case of misconduct, breach of trust, loss of confidence, insubordination or for a similar cause.

53

7. The rules of the Company governing all the benefits mentioned above, the working hours, etc. are subject to change without any prior notice.

8. If you remain absent for over 3 consecutive working days without authorization or absent beyond the period of leave originally granted, it is deemed that you have lost your employment with the company.

9. All documents, plans, drawings, photos, reports, statements, formulas, correspondence, etc. and also information and instructions that passed through you or come to your knowledge will be treated as confidential and you will be bound to keep them secret and will not divulge or pass over the same to anyone, except in rightful discharge of your duties assigned by the company.

10. The remuneration and other terms of your engagement shall not be disclosed to other members of the staff of this company and to any other person with the exception of close relative.

1. You will keep us informed of any change in your residential address or civil status.

2. You will retire from the service on attaining the age of 58 years, which is the age of superannuation in your case. No prior notice will be necessary for the same.

3. Your service are governed by the rules and regulation of the company.

4. We confirm your acceptance of the terms and conditions stated above by acknowledging in stem.

5. We heartily welcome you for a long and happy association.

**For SAI LIFE SCIENCES LIMITED**

**dhartha Das**  
**Chief President & Head - HR.**

  
Principal  
S.S.G.M.College  
Kopergaon

**Employee Name:-** Hon Rameshwar Satyawar  
**Place:** Kopargaon

Dear, Hon Rameshwar Satyawar

**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 **02/10/2020**(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.
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- 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

- (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.
- (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:** Hon Rameshwar Satyawan

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Prasanna  
S.S. Srinivas  
Koppehalli



**Employee Name:** - Hote Saurabh Dattatray  
**Place:** Kopargaon

Dear, Hote Saurabh Dattatray

**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**

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- 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.
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- 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.

*[Handwritten Signature]*  
Principal  
Kopargaon

**RuralShores Business Services Pvt Ltd**

# 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:

  
Principal  
B.S. & M. College  
Koravangal

- 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 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 stipulated by the Company;

  
Principal  
S.S.G.H. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** .. Hote Saurabh Dattatray

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Indrakhe Shubham Santosh **Place: Kopargaon**

Dear, Indrakhe Shubham Santosh

**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 **02/10/2020**(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.

**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:** Indrakhe Shubham Santosh

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.A.College  
Kopargan

**Employee Name:** - Jadhav Abhheet Ramesh  
**Place:** Kopargaon

Dear, Jadhav Abhheet Ramesh

**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 **02/10/2020** (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.

  
Principal  
S.S.M. College  
Kopargaon

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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:

  
Principal  
S.S.G.M. College  
Kopergaon




- 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 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;

  
Principal  
S.S.G.M. College  
Kopangau

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www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** .. Jadhav Abhheet Ramesh

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330



International  
Independent Inspection  
&  
Testing Company

GEO-CHEM LABORATORIES PVT.LTD.  
Plot 07, Adjacent to Clampton Meadows  
Khariz Marg (E), Mumbai 400042  
Tel: +91 22 61915100 Fax: +91 22 61915101  
Email: laboratory@geochem.net.in

REF.:GC/KNJ/HR/TL/0422

To,  
Ms. Vrushali Vinod Jadhav  
C1/703, Mohan Paradise,  
Near Rita School, Kalyan (West)  
Thane -421301.

DATE: 20.01.2021

**SUB: "TRAINEE"**

Dear Ms. Vrushali,

With reference to your interview you had with us, we are pleased to inform you that you have been appointed at the position of "**TRAINEE**" with the **Chemical Residue Analysis-Inorganic in Technical Section** with effect from **06/01/2021** for a period of **One Year** commencing from **06/01/2021** and ending on **05/01/2022**.

During this period of Training, you will be paid a stipend of **Rs.11360/- (Eleven Thousand Three Hundred Sixty only)** per month.

It is specifically understood and agreed that you are taken as a Trainee solely with a view to impart on the job training to you as a learner and the said amount of **Rs.11360/-** offered to you is purely in the nature of stipend.

In case you desire to sign off the training, you can do so after giving clear **one month's** notice in writing. During the notice period you will have to attend the training regularly. Management reserves its right to forfeit the stipend in case of failure to tender the notice to the Company or failure to attend the training during notice period.

Please note that it is not binding on the Company to absorb you in probation or permanent service of the Company.

The Company reserves its right to terminate your training period at any time without giving prior notice to you. However, if your performance during training period is found satisfactory, the Company may at its sole discretion offer you regular employment depending upon availability of vacancy. But it is specifically made clear that initially you will be kept as a probationer for a period of Three/Six months before you are confirmed in the Company's services. Confirmation in service will be after evaluating your satisfactory performance during the period of probation. A separate letter to this effect will be issued to you in the event the Company decides to absorb you in regular employment.

Yourself being a Trainee you shall not be entitled to any other benefit other than the Stipend.

Should you remain unauthorized absent on any working day or part thereof, deduction will be made from your stipend payable for the relevant month.

Management will have the right to take action against you as and when found necessary in respect of any misconduct committed not only in the premises of the establishment of the company, but also outside of it having nexus with your training.

Principal  
S.S.G.V. College  
Kopergaon



Regd. No. - A-10808

ऑंकार डेंटल क्लिनिक  
डॉ. गायकवाड पा. डेंटल क्लिनिक  
डॉ. निलेश गायकवाड (पाटील)

B.D.S. (Mumbai)  
दंत व मुख रोग, दंत सौंदर्य तज्ञ  
रूट कॅनल स्पेशलिस्ट

दि. ०५

प्रगत कॉम्प्लेक्स, बापुल टॉवर्स शेजारी, बस स्टॅण्डसमोर, मेन रोड कोपरगांव, मोबा. ९८५०२६३९२०, क्लिनिक : (०२४२३) २२१२२६

उपलब्ध उपचार सुविधा

- रूट कॅनल ट्रीटमेंटची सोय
- दातात बांदी / सिमेंट भरणे
- अल्ट्रासोनिक मशीनद्वारे दात स्वच्छ करणे
- अशंत: किंवा कपळी बसविणे.
- फिक्स दात बसविणे
- दात काढणे
- कॉम्पॅक्ट डेन्टीस्ट्री
- कंपॅशिट फिलिंग
- ब्लिचिंग
- इम्प्लान्ट ची सुविधा
- हिरड्यांवरील शस्त्रक्रिया
- अकाल दाढ वरील शस्त्रक्रिया

डॉ. निशांत बनकर  
M.B.B.(Orthodontist)  
वेडेवाळी दात स्वच्छ करणारे तज्ञ  
सहक्रियाचा योग्य करणारे स. ८,३० वा

डॉ. किरण खांडे  
M.D.S.(Oral Surgeon)  
सकल प्रकारील शस्त्रक्रिया करणारे तज्ञ  
अकाल दाढी व शस्त्रक्रिया करणारे तज्ञ

Recent Advics -



दि. 15/10/2021

Certificate

This is certify that  
Mr Anil Shihakar Jadhav is  
working in my clinic (Dr. Gaikwad  
Patel dental clinic) since  
1 years. Rt Now he is  
working with me in my  
clinic.

Thanking You.

*(Signature)*



Dr. Nitesh Gaikwad (Patil)  
B.D.S. (Mumbai) Principal  
Reg. No. A-10808 S.S.G.M. College  
Pragal Complex, Opp. Bus Stand  
Main Road, Kopergaon. Ph.: (02423) 221226



पुढील तपासणी दि.

पुढील तपासणीच्या वेळी हा नागद बरोबर आणावा. • वेळ : स. १० ते ३ दु. ५ ते ८ :३० • (रविवारी दुपारी बंद राहिल) •



GEO-CHEM LABORATORIES PVT. LTD.  
 Regd. Address: Coimbatore Division  
 Anna Nagar, Maruthi 436047  
 Tel: +91 72 8713150 Fax: +91 72 8713151  
 Email: info@geochem.com

International  
 Quality Standard Organization  
 A  
 Testing Company

REF:GC/KNJ/HR/TL/0422

DATE: 20.01.2021

You agree and bind yourself to keep secret all knowledge and information which you may acquire during the course of your training with the Company and agree that you shall not during the continuance of your training or thereafter divulge or disclose to whomsoever, or make any use for your own or whatsoever purpose all knowledge obtained during your training as to the business affairs of the Company or its methods or to any secret processes, formulas, machineries, equipments of the Company and that you shall use your best endeavors to prevent any other person from doing so. Upon leaving or termination of training post offered to you by Company, you shall not take with you any drawing, blueprints, laboratory notes, records, preparation or reproduction of any data, tables, calculations, writing or copies of writing of any nature whatsoever pertaining to the business of the Company. You shall hand over all the properties of the Company in whatsoever form, which are in your possession before leaving the services of the Company.

You should be medically fit to undergo the training offered to you. Any type of unfitness during the training period shall amount to discontinuance of your training with immediate effect.


Your change of address, if any, shall be intimated to the Company Management immediately.

You shall obey/follow the instructions/orders of seniors and/or Management of the Company under whom you may be training.

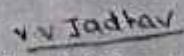
In the event of unsatisfactory training performance, you shall be ceased from the training anytime without any notice to you. The management may review your extension of training period depending on the merits and demerits of your past training.

This letter is issued to you in duplicate and you are requested to return the duplicate copy of the same duly signed in token of your acceptance of the above terms.

Yours faithfully,  
 For GEO-CHEM LABORATORIES PVT. LTD

  
 P. SURESH BABU  
 General Manager

[AGREED AND ACCEPTED]

  
 (Ms. Vrushali Vinod Jadhav)

**Employee Name: - Jagtap Manish Vishnu**  
**Place: Kopargaon**

Dear, Jagtap Manish Vishnu

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 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:

  
Principal  
S.S.G.M.College  
Kopergaon

- 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 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;

  
S.S.G. Coimera

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330



- (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.
- (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:.. Jagtap Manish Vishnu

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:- Jagtap Sagar Dnyaneshwar**  
**Place: Kopargaon**

Dear, Jagtap Sagar Dnyaneshwar

**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 **02/10/2020**(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 

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CIN: U74120KA2008PTC046330

  
Principal  
S. S. College  
Kopergaon

- (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.
- (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:** Jagtap Sagar Dnyaneshwar

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M.College**  
**Kopergaon**

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Jagtap Shashikant Anil  
**Place:** Kopargaon

Dear, Jagtap Shashikant Anil

**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 **30/08/2020** (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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## 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: .. Jagtap Shashikant Anil**

**Signature**

**Date: 02/09/2020**

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopargan**

**Employee Name:** - Jamdhade Sandip Bhausahab  
**Place:** Kopargaon

Dear, Jamdhade Sandip Bhausahab

**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:

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- (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.

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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: .. Jamdhade Sandip Bhausahab

Signature

Date: 02/09/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

20-21  
Msc II

**RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER**

Outward No.H.Edn./ **15696**

Date:- 15/01/2022

To,  
**Shri./Smt. JEJURKAR YOGESH DATTATRAY, M.Sc.**

Add: A/P-Dhamori, Ahmednagar,  
Ahmednagar, Ahmednagar, MAHARASHTRA  
Mob. : 7028099490  
Email : yogeshjejurkar1310@gmail.com

20-21  
91

Sir,

You have been appointed as Assistant Professor in Physics( For PG) 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. 1242

Copy Date 19.10.2022  
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



Secretary

Rayat Shikshan Sanstha, Satara

Principal  
S.G.M. College  
Kopargaon



20-21

B. Com. II B. Com 2018-19

SUGUNA FOODS

92



Ref: Sug/MH/HR/NSK/032/2019

January 05, 2019

Mr. Anand Dattatraya Joshi

Address,

Ap- Dharangaon Road, Sanjay Nagar,

Tal- Kopergaon,

Dist- Ahmednagar. 423601

MOB NO = 7276555848

Email = anandjoshiofficial@gmail.com

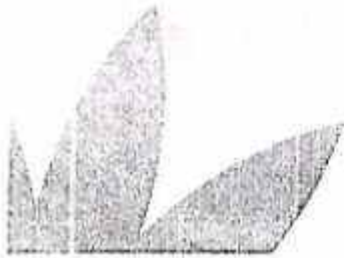
ORDER OF APPOINTMENT

Mr. Anand Dattatraya Joshi

With reference to your application and the subsequent discussions you had with us, we are pleased to offer you a career with Suguna as Executive Accounts as per the following terms and conditions:

1. You will be placed in FS grade and you will be paid monthly salary as per annexure.
2. In addition to the compensation benefits, you will be eligible for statutory benefits, leave benefits, annual bonus of the company from time to time as per the rules of the company.
3. You will be covered under GPA and mediclaim policy of the company.
4. Your headquarters will be presently at Nashik Regional Office.
5. Your performance shall be closely monitored and reviewed quarterly by your reporting manager against the set goals agreed by you. Your annual performance review shall be based on your quarterly performance reviews.
6. You will be on probation for a period of six months from the date of joining for duty; the probation period may be extended at the sole discretion of the management if necessary.

Contd...2






# SUGUNA FOODS

7. During the probation period, based on your performance, your service shall be considered for confirmation. If during the period of probation, your performance is not up to the mark, you may not be considered for confirmation and your service shall be terminated at any point of time without giving any notice/reason.
8. Your services shall be transferred, seconded or loaned or deputed to any other factory/associates/ sister concern of the company in existence or to be formed in future during the tenure of your employment or to any place where the company has got any interest.
9. During your employment you are required to perform the assigned duties diligently and to the best of your abilities with utmost care to promote the interest of the company. You are required to comply to the directions and regulations given or made by the management directly or through the delegated authorities.
10. You will be required to travel, based on business needs, during 120 days in any given year.
11. You will not during your employment with the Company (except as far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter divulge or make known any information in any way whatsoever relating to the company or its business and/or any of its customers and/or any other information regarding any secret process, or data or materials and/or any sketches, drawing specifications etc., which may come to your knowledge relating to the Company's manufacturing activities in the course of your employment. You shall always maintain strict secrecy regarding any personnel or other business information gained or acquired by you or imparted to you in the course of your employment with the Company. You shall also not remove from the premises of the company any document, drawing etc., without the written authorization from the Management.
12. From the time of appointment, you shall not involve in any businesses including poultry related business inside the work place or elsewhere individually or with fellow employees or with outsiders or with relatives. Any violation of this policy will be viewed & dealt seriously and if proved, the punishment shall be to the extent of termination of employment.
13. Upon confirmation, and in the event of you resigning from the services of the company, you shall be required to give one month's notice period or salary in lieu of notice period on either side as per the HR policy of the company.

Contd...

  
S. S. Srinivasan  
Kopergaon

Suguna Foods Private Limited

Vijay Chambers 2nd Floor Plot No. 253, Opposite to Manatma Nagar Cricket Play Ground, Mahatma Nagar, Trimuk Road, Satpur, Nashik - 422 007. Ph: +91 253 3913000, +91 253 3913100 Fax: 0253- 3913199 [www.sugunafoods.co.in](http://www.sugunafoods.co.in)

Corp:- 5<sup>th</sup> Floor, Jaya Enclave, 1057, Avinashi Road, Coimbatore - 641 018, India.

CIN: U01222TZ1994PTC004951 Ph: + 91 422 4073000 Fax: +91 422 4073333 [corporate@sugunafoods.co.in](mailto:corporate@sugunafoods.co.in)



# SUGUNA FOODS

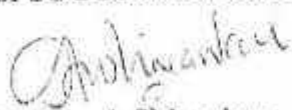
14. If the company suffers any loss due to your negligence, disobedience or any willful act or omission, you will be liable to make good for the loss incurred.
15. In all other facet not specifically mentioned herein, you will abide by the Service/ Standing Orders as applicable, enforced, amended or altered from time to time during the course of your employment.
16. You will be governed by the service rules/standing orders of the company as are in force from time to time.
17. You shall retire from the services of the company on completing the age of 58 (Fifty-Eight) years as per records of the company.
18. Your address indicated above shall be deemed to be correct address for sending you any communication and unless changed by the written intimation, the communication sent to you at the above address shall be deemed to have been correctly served.

This appointment order constitutes a valid and binding contract of service for the company and yourself.

If the above terms and conditions are acceptable, you are requested to sign and deliver the duplicate copy of this order as a token of your acceptance.

With best regards,

For **SUGUNA FOODS PRIVATE LIMITED.**

  
Dr. Mahesh Shivankar

General Manager-Maharashtra Region

I accept all the above terms and conditions and shall abide by the service rules of the company.

Signature 

Dated 05-01-2019

  
Principal  
S.S.G.M. College  
Kopergaon

2020-21

94

B. W. M.

63

# Florens Fresh Supply Solutions Private Limited

CIN: U15490GJ2018PTC102125

## OFFER CUM EMPLOYMENT AGREEMENT (Strictly Private & Confidential)

Date: 16<sup>th</sup> November 2020

To,  
Mr. Niranjan Madhukar Kadam  
Permanent Address: At-Suregaon,  
Post-Kolpewadi, Tal-Kopergaon  
Dist.-Ahmednagar-423602 (Maharashtra)  
Mobile: + 91 9975436318  
Email: nmkadam014@gmail.com

Dear Mr. Niranjan,

With reference to your application and our subsequent discussions / meetings, we are pleased to offer you the position of Procurement & Operations Executive with Florens Fresh Supply Solutions Private Ltd. (hereinafter referred to as "Company" or "FFSSPL") subject to following terms and conditions:

- 1. Probation / Confirmation:** You will be on probation for a period of six months from your date of joining. You will be deemed probationer until you are confirmed in writing in the employment of the company. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the rights to curtail or extend the probation period in applicable cases. If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice/explanation and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you. **You will not be eligible for any paid leaves during probation.**
- 2. You are required to report on or before 22<sup>nd</sup> November, 2020.**
- 3. Further by virtue of accepting this offer letter for Six months from date of joining order, you undertake willingly to co-operate, participate and directly contribute whatever required in the constant efforts of the company to economize and optimize the operations and reorient yourself to meet the specific needs of the time and situation in the business operations of the company.**
- 4. It is agreed and understood that your appointment as Procurement & Operations Executive is especially for overall multi location and multi products & services FFSSPL offers to its National and International client network, and your employment will be **co-terminus with FFSSPL**. Your appointment shall stand automatically terminated at the end of the term of the Project or in the event your services are found to be unsuitable by FFSSPL.**



  
Principal  
S.S.G.M. College  
Kopergaon

**ANNEXURE 'A'**

<b>Employee's Name</b>	<b>Mr. Niranjan Madhukar Kadam</b>	<b>CTC BREAKUP</b>
<b>Designation</b>	<b>Procurement &amp; Operations Executive</b>	
<b>Profile</b>	<b>Procurement, Operations &amp; Supply chain network of Fruits and Vegetables, Warehouse Management, Operations &amp; Inventory control.</b>	
<b>Location</b>	<b>Mumbai</b>	
<b>Monthly Salary</b>	Basic	<b>18,000</b>
	HRA	0
	Sp. Allowance	0
	Medical Allowance	0
	Conveyance	0
	<b>Gross Salary</b>	<b>18,200</b>
<b>Deduction</b>	P.F. (Not Applicable)	0
	E.S.I. (Not Applicable)	0
	Professional Tax	200
	<b>Net Take Home Salary after deduction</b>	<b>18,000</b>
<b>Total (Cost to company) (Monthly)</b>		<b>18,200</b>
<b>Total (Cost to company) (Annually)</b>		<b>2,18,400</b>

Note : 1. Income Tax, if applicable, shall be deducted as provided in the Income Tax Act and Rules prevailing from time to time.

For Florens Fresh Supply Solutions Private Ltd.

M.B.  Mr. B. 

Authorised Signatory/Director

I accept \_\_\_\_\_

Niranjan Madhukar Kadam

Date:

Place:

  
Principal  
S.S.G.N. College  
Kopergaon

**Employee Name:** - Kakade Amol Rajendra  
**Place:** Kopargaon

Dear, Kakade Amol Rajendra

**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 **02/10/2020** (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.

  
Principal  
S.S.G.S. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

# 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 to



Principal  
S.S.M. College  
Koparganj

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. College

**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: .. Kakade Amol Rajendra

Signature

Date: 04/10/2020

Approved By



Accepted by

Principal  
B.S.G.M.College  
Kopargaon

**Employee Name:** - Kakade Shyam Bhagwan **Place:** Kopargaon

Dear, Kakade Shyam Bhagwan

**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 **02/10/2020** (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.

**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: .. Kakade Shyam Bhagwan

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:** - Kale Mahesh Sanjay  
**Place:** Kopargaon

Dear, Kale Mahesh Sanjay

**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.

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- 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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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: .. Kale Mahesh Sanjay

Signature

Date: 04/10/2020

Approved By



Accepted by

Principal  
S.S.G.P. College  
Kopturgaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name :** Kambale Rohan Ravi  
**Place:** Kopargaon

Dear, Kambale Rohan Ravi

**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:

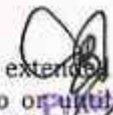
#### **APPOINTMENT**

Your appointment as "Apprenticeship", Commences from **02/10/2020**(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 

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

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CIN: U74120KA2008FTC046330

- (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.
- (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: Kambale Rohan Ravi

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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99

2020-21  
(MA II)

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2019-20

 **BVG INDIA LTD**   
BHARAT VIKAS GROUP COMPANY  
CAMP SHIRDI

---

 **SAAR KANIFNATH**  
NAME: **KANADE**  
DESIGN: **WORKER**  
D.O.B.: **1/5/1995**  
ADDRESS: A/P: **KOPARGAON**

  
AUTHO SIGN

  
Principal  
S.S.G.M. College  
Kopargaon



**Employee Name:** - Kankrale Akshay Balasaheb  
**Place:** Kopargaon

Dear, Kankrale Akshay Balasaheb

**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 **02/10/2020** (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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CTN: U74120KA2008PTC046330

Principal  
S. S. College  
Kopargaon

- (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.
- (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: .. Kankrale Akshay Balasaheb

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Kekan Mayuri Kisan  
**Place:** Kopargaon

Dear, Kekan Mayuri Kisan

**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 **02/10/2020**(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

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

*[Handwritten Signature]*  
S.S. Srinivas  
Kopargaon

- (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.
- (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:** Kekan Mayuri Kisan

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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560048 www.ruralshores.com CIN: U74120KA2008PTC046330

2020-21 ✓

106

**Sanjivani Academy.**

Sanjivani Academy  
S.G.M. College, Kopergaon  
Kopergaon, Tal. - Kopergaon, Dist. - Solapur

Ms. Vajayanti Shankarrao Kolhe

**Name :-****Qualification :-** H.S.C/ D.T.Ed**Address :-** Rani Laxmibai Chauk,  
Yesgaon, Tal:-Kopergaon**Mobile :-** 9403571102**e-mail id :-****Blood Group :-** B +ve

  
**Principal**

  
**Principal**  
S.G.M. College  
Kopergaon

**Employee Name:-** Kopare Sagar Pandit  
**Place:** Kopargaon

Dear, Kopare Sagar Pandit

**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 **02/10/2020**(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**

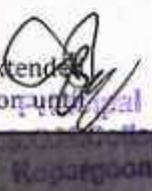
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; service certificates etc.
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- 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 on behalf of the Company.

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CIN: U74120KA2008PTC046330

  
Kopargaon

- (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.
- (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:** Kopare Sagar Pandit

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

20


110

36

2020-21

M.A - Eng - 2019-20

**SUMEET FACILITIES LIMITED**  
 Camp: Shri Saibaba Sansthan Trust, Shirdi



Name: Purnima Amol Kote

Identity Card No: \_\_\_\_\_

Designation: Asst. Teacher

Date of Issue: 01/01/2021 Valid Up to: 31/12/2021

Date of Birth: 15/03/1990 Blood Group: \_\_\_\_\_


Date of Joining: 01/01/2021

Mob No: 8403933232

[Signature]  
 Signature of Issuing Authority

Signature of Card Holder \_\_\_\_\_ Employee ID No: \_\_\_\_\_

**MODERN FACILITIES MANAGEMENT PVT. LTD.**  
 Camp: Shri Saibaba Sansthan Trust, Shirdi



Name: Purnima A. Kote

Identity Card No: \_\_\_\_\_ Designation: Teacher

Date of Issue: 01/01/20 Valid Up to: 30/01/20

Date of Birth: 15/03/90 Blood Group: AB+

[Signature]  
 Signature of Issuing Authority

Signature of Card Holder \_\_\_\_\_ Employee ID No: \_\_\_\_\_

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



**Employee Name:** - Kudake Rakesh Suresh  
**Place:** Kopargaon

Dear, Kudake Rakesh Suresh

**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 **30/08/2020** (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.
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**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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560049

www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Kudake Rakesh Suresh

**Signature**

**Date:** 02/09/2020

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopergaon**

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTCC046330

**Employee Name:-** Kurhe Vaibhav Vilas  
**Place:** Kopargaon

Dear, Kurhe Vaibhav Vilas

**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 **02/10/2020**(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.

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560048www.ruralshores.com

CIN: U74120KA2008PTC046330

*Prilaxai*  
Kopargaon

- (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.
- (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: Kurhe Vaibhav Vilas

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon



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2019-2020

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KIRAN MANIK  
KUSALKAR

ID : 1110116

MOB : 9373473021

This Identity card is issued by Dynamic (India) Accord Marketing Private Limited ('Asort') to its independent Business Owners who are enrolled with Asort as Direct Seller for promoting and selling of Asort fashion products. Uses of this card shall be governed by the terms and condition of Asort available at its website. This Card is the property of Asort if found, please inform at care@asort.com

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:** - Lasankar Siddharth Bhausahab  
**Place:** Kopargaon

Dear, Lasankar Siddharth Bhausahab

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

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www.ruralshores.com

CIN: U74120KA2008PTCD46330

- (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.
- (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** Lasankar Siddharth Bhausahab

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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www.ruralshores.com CIN: U74120KA2008PTC046330

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2020-21

**Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery**

*Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".*

Offer valid for the next 24 hours only

Dear Rohini Lokhande,

28<sup>th</sup> April 2020

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early-stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise in medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of Research Associate - Trainee

Date of Joining: 1<sup>st</sup> June 2020.

The CTC (Cost To Company) pay will be Gross INR 2.34 Lakhs per annum.

The annual package could total INR 2.34 Lakhs + INR 0.26 lakhs (subject to performance) = INR 2.60 Lakhs.

The performance bonus which is subject to performance could be INR 0.26 Lakhs per annum payable at the end of the financial year. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

Please refer Annexure - I for CTC break-up.

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part-time businesses, job, freelancing work during or after completion of office hours. Please note that such activities during employment of o2h will be considered as a violation of the agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.

Annexure - I

Registered Address: Oxygen Healthcare Research Pvt. Ltd, 'Sharmista Research Campus', Plot-35, Panchratna Industrial Estate, Near IBP Laxminarayan Petrol Pump Satkhej, Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M. College  
Kopargao



Annexure - I

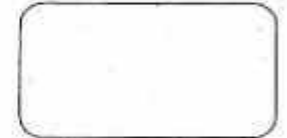
	Monthly (INR)	Yearly (INR)
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employee	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits, Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in FY 2021 for the period worked with in o2h in single FY only (April-March).

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact Krishna Keshwala on +91 8000801801. Please send us the scanned copy of the offer letter signed after confirmation to [Sonia@o2h.com](mailto:Sonia@o2h.com).

Regards,

  
Sonia More



Employee: Akash Harkal

**Employee Name:-** Mapari Akash Sanjay  
**Place:** Kopargaon

Dear, Mapari Akash Sanjay

**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 **02/10/2020**(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.
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- 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**


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- 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

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CIN: U74120KA2008PTC046330

  
Principal  
Kopargaon

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- (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:** Mapari Akash Sanjay

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

2020-21

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August 7, 2020

Mr Sagar Bhagirath Mapari  
AP- Padhegaon TAL-Kopargaon  
Ahemadnagar, Maharashtra, India  
Mobile: 9145157750

Letter of Offer

Dear Sagar Bhagirath,

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 **21 August 2020**. 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 Chemsys Limited 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 Chemsys Limited

HEAD-BUSINESS HR

August 7, 2020

Dear Sagar Bhagirath,

This refers to our letter of Offer dated 7 August 2020 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](http://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

Principal  
S.S.G.M.College  
Kopargaon

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 Chemsys Limited

HEAD-BUSINESS HR

Compensation Structure - Sagar Bhagirath Mapari		
Position: TRAINEE RESEARCH ASSOCIATE	Level: 1	
Department: Synthesis	Location: Sector 58	
Salary Components	Amount (in INR per month)	Amount (in INR per annum)
<b>A. Monthly Salary</b>		
Basic	9,170	110,040
House Rental Allowance	5,502	66,024
Conveyance Allowance	2,000	24,000
Special Allowance	1,512	18,144
Interim Bonus	1,000	12,000
<b>Sub Total (A)</b>	<b>19,184</b>	<b>230,208</b>
<b>B. Retirement Benefits</b>		
PF (Employer's Contribution) #1	1,522	18,264
Gratuity (As per Payment of Gratuity Act 1972)	441	5,293
<b>Sub Total (B)</b>	<b>1,963</b>	<b>23,557</b>
<b>C. Other Benefits</b>		
Mediclaim Insurance Premium with Parents #2	977	11,724
Group Term-Life Insurance Premium	147	1,764
Personal Accident Insurance Premium	22	264
ESIC	623	7,476
<b>Sub Total (C)</b>	<b>1,769</b>	<b>21,228</b>
<b>Total Fixed CTC</b>	<b>22,917</b>	<b>275,000</b>
<b>Total CTC (A+B+C)</b>		<b>275,000</b>
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 Mediclaim Insurance coverage includes Self, Spouse, 2 dependent kids and Parents		

**Employee Name:** - Mhaske Vijay Devidas  
**Place:** Kopargaon

Dear, Mhaske Vijay Devidas

**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 **02/10/2020** (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

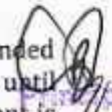
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; 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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

  
S.S. College

- (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.
- (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:** Mhaske Vijay Devidas

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** More Bharat Ramkrushna  
**Place:** Kopargaon

Dear, More Bharat Ramkrushna

**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 **02/10/2020**(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 for

  
Principal  
G. S. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330



- (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.
- (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:** More Bharat Ramkrushna

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Nagpure Aarti Dattatray  
**Place:** Kopargaon

Dear, Nagpure Aarti Dattatray

**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 **30/08/2020** (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.
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www.ruralshores.com

CIN: U74120KA2008PTC046330

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- (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:** .. Nagpure Aarti Dattatray

**Signature**

**Date:** 02/09/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopargan

**Employee Name:** - More Kartik Radhakisan  
**Place:** Kopargaon

Dear, More Kartik Radhakisan

**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 **02/10/2020** (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.
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- 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.
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Principal  
S. S. G. M. College

**RuralShores Business Services Pvt Ltd**

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CIN: U74120KA2008PTC046330

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- (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: .. More Kartik Radhakisan

Signature

Date: 04/10/2020

Approved By

Accepted by



Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, FTPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

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SHREE SAI  
POWER CONTROL PVT. LTD.

B-33, Industrial Estate  
Kopergaon-422603 Dist. Ahmednagar  
Ph: 024131 225701



Ganesh Tatya Nangare  
Technician

luxe

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:** - Narode Ajay Shantaram  
**Place:** Kopargaon

Dear, Narode Ajay Shantaram

**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 **20/10/2020** (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.
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- 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.

**RuralShores Business Services Pvt Ltd**

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CIN: U74120KA2008PTC046330

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- (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:** .. Narode Ajay Shantaram

**Signature**

**Date:** 22/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330



**Employee Name:** - Nehe Rahul Ashok  
**Place:** Kopargaon

Dear, Nehe Rahul Ashok

**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 **20/10/2020** (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.
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**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

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CIN: U74120KA2008PTC046330

  
Kopargaon

- (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.
- (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: .. Nehe Rahul Ashok

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopargaon

**Employee Name: - Nikam Saurav Sanjay**  
**Place: Kopargaon**

Dear, Nikam Saurav Sanjay

**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 **20/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

*[Signature]*  
Principal

S. S. G. M. Chaudhary  
Kopargaon

- (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.
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- (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:** .. Nikam Saurav Sanjay

**Signature**

**Date:** 22/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopargoon

**Employee Name:** - Nikam Yogesh Ramdas  
**Place:** Kopargaon

Dear, Nikam Yogesh Ramdas

**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 **02/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008FTC046330

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- (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: Nikam Yogesh Ramdas

Signature

Date: 04/10/2020

Approved By

Accepted by

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Pachore Vaibhav Suryabhan  
**Place:** Kopargaon

Dear, Pachore Vaibhav Suryabhan

**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 **20/10/2020** (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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www.ruralshores.com

CIN: U74120KA2008PTC046330

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- (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: .. Pachore Vaibhav Suryabhan

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kannur

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

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47

136

2020/21

B.COM - 2019-20  
(M.COM II)



9,10, Chandraban Complex, Near Nehru Market, Bank Road, Kopargaon- 423601, Dist. Ahmednagar,  
Ph. 02423-225295, Mob. 9423177087, 9890622232, Email : shreesaicomputerskop@gmail.com

Ref. No.

Date : 10 / 3 / 2020

Date : 04-03-2020

To whom-so-ever it may concern

This is to certify that Miss. Rupali Sahebrao Pagare , is working as an accountant in our office form 1<sup>st</sup> JAN 2018 to till date with our entire satisfaction. During her working period we found she was sincere, honest, hardworking, dedicated, dedicated employee with professional attitude with very good job knowledge. Also she has experience of computer hardware with software installation. She is amiable in nature and character is well. We have no objection to allow her in better position and have no liabilities in our organization till today.

Her Basic Pay is Rs. 5000/- only per month as on today.

We wish her every success in life

Yours Faithfully,

For Shree Sai Computers, Kopargaon.

Proprietor (Darange Vinod S.)



Principal  
B.S.G.M. College  
Kopargaon



**Employee Name:** - Pangavhane Megha Bhanudas  
**Place:** Kopargaon

Dear, Pangavhane Megha Bhanudas

**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 **20/10/2020** (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.
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Principal  
B. S. S. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

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## 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.

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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:** Pangavhane Megha Bhanudas

**Signature**

**Date:** 22/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

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

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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:** Dange Gokul Bhausaheb

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

53

DCP - BBA - 2019-20

Biman Realty Solution

Date: 01<sup>st</sup> March 2022

Offer Letter

20-21  
139

To,  
**Ms. Danish Ibrahim Pathan**  
Pune  
Phone: +91-7757860826  
Email: dk3009434@gmail.com

Dear ,

We are pleased to offer you an Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Sales Trainee** and will be based at our office located @Pashan to start with.
2. Your date of commencement of Employment will be on or before **01<sup>st</sup> March 2022**.
3. During your training period you will be entitled for a compensation package (CTC) of **Rs. 10000/- per month. After successful completion of Training period, your CTC would be revised to Rs.20000/- per month.** The details of same will be discussed later.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the *HR Policy of the organization*. Your employment will be subject to termination on 30 days' Notice or salary in lieu thereof.
7. You will be under Training/probation period for 3 months and successful completion of this training/probation period your services will be confirmed.
8. Your appointment is transferable and / or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.

Biman Realty Solutions is delighted to extend this offer to you. We hope that this relationship shall be beneficial to you and the organization in equal measure.

If you are agreeable to accept the job on the terms and conditions stated here-in-above, please sign and return the duplicate copy of this letter in token of acceptance of the same.

We wish you a remarkably effective and successful probation.

  
Principal  
S.S.G.M. College  
Kopargon

## Biman Realty Solution

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Yours Sincerely,  
For Biman Realty Solutions

Authorised Signatory

Amit Dubey

I, **Danish Pathan**, by undersigning this document, declare that I have fully reviewed and understood the details of the offer letter, compensation package, benefits and terms & conditions and that I agree with all the terms of my employment. I accept the employment opportunity extended by Biman Realty Solutions.

I will begin my employment latest by **1<sup>st</sup> Mar 2022**

Sign

\_\_\_\_\_  
**Danish Ibrahim Pathan**

Date:

  
**Principal**  
**S.S.G.M.College**  
**Kopargaon**

# Biman Realty Solution

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## Employment Acceptance Terms & Conditions

- The offer to join Biman Realty Solutions is valid up to 5 days from the date of offer. The candidate must acknowledge and sign the offer letter along with the Terms & Conditions document to declare his intentions to join the organization.
- The candidate must join the organization by or before the date specified in the offer letter.
- Biman Realty Solutions will perform a criminal/public record background check prior to the joining date. If a candidate is found to have a public or criminal record, his/her offer will stand cancelled.
- If at any time Biman Realty Solutions discovers that details given at the time of the offering of employment are incorrect, the employment can be terminated without notice.
- After joining the organization, the candidate may be required to sign a service agreement for a period of 1 year.
- Biman Realty Solutions holds the right to terminate anyone's employment with immediate effect during the probation period.
- After accepting the offer, the candidates cannot work directly or indirectly for our clients outside the scope of official work defined.
- During the period of your employment with the Organization, you will devote full time to the work of the Organization. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Organization.
- You will not (except in the normal course of the organizations business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the organization's services or to any matter with which the organization may be concerned, unless you have previously applied to and obtained the written permission from the organization.
- You will be required to maintain utmost secrecy in respect of Work documents, commercial offer, design documents, Cost & Estimation, Supplier/ Vendor base, Technology, Software Package Licenses, organization's policies, organization's patterns & Trade Mark and Organization's Human Assets profile.
- You will be required to comply with all such rules and regulations as the organization may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter.
- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.

## Biman Realty Solution

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- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

I, Danish Pathan, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

\_\_\_\_\_

Danish Pathan

Date:

**Important note: Please bring along the below listed documents / details on your day of joining.**

- a) Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card )
- b) Original Academic Certificates (all from 10<sup>th</sup> to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) Proof of compensation last drawn (3 Months - Original)
- f) 3 passport size photographs (Recent)
- g) Bank Statement (2months)

  
Principal  
S.S.G.M.College  
Kopergaon



**Employee Name:-** Pathan Shahrukh Noorkha

**Place:** Kopargaon

Dear, Pathan Shahrukh Noorkha

**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 **02/10/2020**(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.

  
Principal  
S. S. G. S. College  
Kopergaon

**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:** Pathan Shahrukh Noorkha


**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M.College  
Kogargan

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:- Patil Rohit Manikrao Place: Kopargaon**

Dear, Patil Rohit Manikrao

**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 **02/10/2020**(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.

**RuralShores Business Services Pvt Ltd**  
# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore -

560048 www.ruralshores.com  
CIN: U74120KA2008PTCO46330

Principal  
S.S.P.A.O  
Kopargaon

- (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.
- (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: Patil Rohit Manikrao

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.M.College  
Kopargan

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Pawar Kanchan Ravindra  
**Place:** Kopargaon

Dear, Pawar Kanchan Ravindra

**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 **02/10/2020**(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

- (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.
- (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:** Pawar Kanchan Ravindra

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com. CIN: U74120KA2008PTC046330

**Employee Name: - Pawar Mukesh Bapusaheb**  
**Place: Kopargaon**

**Dear, Pawar Mukesh Bapusaheb**

**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 **20/10/2020** (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.

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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: .. Pawar Mukesh Bapusaheb**

**Signature**

**Date: 22/10/2020**

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopergaon**

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330



**Employee Name:-** Pawar Yogesh Tulshidas  
**Place:** Kopargaon

Dear, Pawar Yogesh Tulshidas

**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 **02/10/2020**(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

  
Principal  
S. S. M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Pawar Yogesh Tulshidas

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Phopse Yogesh Sambhaji  
**Place:** Kopargaon

Dear, Phopse Yogesh Sambhaji

**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 **02/10/2020**(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

  
Principal  
S.B.M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Phopse Yogesh Sambhaji

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.B.G.M. College  
Kopergaon

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3-22



**Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery**

*Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".*

**Offer valid for the next 24 hours only**

Dear Shubham Pingale,

28<sup>th</sup> April 2020

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early-stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) or Second shift (02:00 pm to 10:00 pm), as per the business needs.

We are delighted to offer you the grade of **Research Associate - Trainee**

**Date of Joining: 1<sup>st</sup> June 2020.**

The CTC (Cost To Company) pay will be **Gross INR 2.34 Lakhs per annum.**

**The annual package could total INR 2.34 Lakhs + INR 0.26 Lakhs (subject to performance) = INR 2.60 Lakhs.**

The performance bonus which is subject to performance could be **INR 0.26 Lakhs per annum** payable at the end of the financial year. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

**Please refer Annexure - I for CTC break-up.**

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part-time businesses, job, freelancing work during or after completion of office hours. Please note that such activities during employment of o2h will be considered as a violation of the agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

**This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.**

Principal  
Oxygen Healthcare Research Pvt. Ltd.



12 324

Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery

**Annexure – I**

	Monthly (INR)	Yearly (INR)
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employer	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits, Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in FY 2021 for the period worked with in o2h in single FY only (April-March).

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact **Sonia More** on **+91 7434971747**. Please send us the scanned copy of the offer letter signed after confirmation to [sonia@o2h.com](mailto:sonia@o2h.com).

Regards,



Sonia More



Employee: Shubham Pingale

**Employee Name:-** Rajput Sapna Govind  
**Place:** Kopargaon

Dear, Rajput Sapna Govind

**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 **02/10/2020**(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.
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- 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.
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Principal  
S.S.G.M. College  
Kopargaon

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560048www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
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- (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:** Rajput Sapna Govind

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. George  
Koparjeon

**RuralShores Business Services Pvt Ltd**

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

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**Employee Name:-** Rokade Dinesh Ravindra  
**Place:** Kopargaon

Dear, Rokade Dinesh Ravindra

**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 **02/10/2020**(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

**RuralShores Business Services Pvt Ltd**

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CIN: U74120KA2008PTC046330

- (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.
- (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: Rokade Dinesh Ravindra**

**Signature**

**Date: 04/10/2020**

**Approved By**



**Accepted by**

  
**Principal**  
**S.S.G.M. College**  
**Kopargaon**

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Salve Bhagyashri Balu  
**Place:** Kopargaon

Dear, Salve Bhagyashri Balu

**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 **02/10/2020**(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.
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- 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.

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

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

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- (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:** Salve Bhagyashri Balu

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Sangale Sadnya Rajendra  
**Place:** Kopargaon

Dear, Sangale Sadnya Rajendra

**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 **20/10/2020** (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.
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- 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.
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- 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.

  
Principal  
S.S.M. College  
Kopargaon

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CIN: U74120KA2008PTC046330

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## 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: .. Sangale Sadnya Rajendra

Signature

Date: 22/10/2020

Approved By



Accepted by

Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:-** Satote Rohit Chandrakant  
**Place:** Kopargaon

Dear, Satote Rohit Chandrakant

**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 **02/10/2020**(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

  
Principal  
G. B. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Satote Rohit Chandrakant

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
B.S.G.M. College  
Kannur

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330



40

157

2020-21



22

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Ref: OL/2020-21/522

24<sup>th</sup> December, 2020

Ms Manasi ,  
Shamirpet

Dear Ms Manasi,

**OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as " Trainee " at " A R&D " at " Shamirpet " Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs 240000 (Rupees two lakhs and forty thousand only)**. In Addition to your CTC , Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.

4. **Submission of following documents/Certificates (all mandatory) on the day of Joining**

Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:

- Copy of the Offer Letter.
- Aadhaar Card, PAN Card
- Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
- Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
- Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
- 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
- Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.

  
Principal  
S.S.G.M.College  
Kopergaon

ANNEXURE		
Name of the Associate	:	Ms Manasi
Designation	:	Trainee
Level	:	0
Department	:	AR&D
Location	:	Shamirpet
Fixed CTC	:	240000
Salary Components	CTC [INR]	
	Per Month	Per Annum
<b>A. Monthly Components</b>		
Basic	15000	180000
Special Allowance	200	2400
Bonus	3000	36000
<b>Total (A)</b>	<b>18200</b>	<b>218400</b>
<b>B. Annual benefit</b>		
Provident Fund	1800	21600
<b>C. Performance Bonus</b>		
		0
<b>Grand Total(A+B+C)</b>	<b>20000</b>	<b>240000</b>
<b>** Actual Performance Bonus payout depends on individual performance, SBU/ Department performance and Company's performance. Bonus will be paid on an annual basis and only to those employees who are on the active rolls of the company at the time of payment</b>		
<b>Note: Applicable taxes will be deducted.</b>		
<b>For SAI LIFE SCIENCES LIMITED</b>		
<b>Sidhartha Das</b>		
<b>Vice President &amp; Head – Human Resources</b>		

" स्वच्छतेकडून समृद्धीकडे "

" ग्रामपंचायत हाच जग लोकशाहीचा पाया आहे "

**ग्रामपंचायत कार्यालय, पोहेगाव**

ता.कोपरगाव

स्थापना - 27/07/1962 जि.अ.नगर

E-mail id - gopohagan@copn.org

160



दि. 21/12/2018

**दाखला**

सरपंच/ग्रामविकास अधिकारी ग्रामपंचायत कार्यालय पोहेगाव ता.कोपरगाव जि.अहमदनगर यांचे कडून दाखला देण्यात येतो कि, श्री. बाबासाहेब बारकू शिंदे यांना पोहेगाव नं १ विविध कार्यकारी सहकारी सेवा संस्था मर्या. पोहेगाव यांचे मालकीचे माधवराव बारकूजी शिंदे व्यापारी संकुलातील गाळा नं ३ हा सदर संस्थेने भाडेतत्वावर दिला असून त्यामध्ये त्यांचा "साईकृपा चष्माघर" ह्या नावाने दुकान व्यवसाय सुरु आहे. त्यास ग्रामपंचायत पोहेगावची हरकत नाही.

सबब दाखला सदर संस्थेचे लेखी पत्रावरून पुढील कार्यालयीन कामकाजसाठी दिला असे.

—सचिव  
ग्रामपंचायत कार्यालय, पोहेगाव  
ता.कोपरगाव, जि.अ.नगर

Prk  
S.S.G.M.College  
Kopergaon

**Employee Name:-** Shinde Digambar Pandurang **Place: Kopargaon**

Dear, Shinde Digambar Pandurang

**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 **02/10/2020**(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.

Principal  
S.S.G.M. College

**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:** Shinde Digambar Pandurang

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Konargason

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

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162

**Ecoluxe**  
power solutions

REF-HR/44/2020

Date-12/7/2020

Mr. Ganesh Ramesh Shinde  
Add: Padhegaon Kopergaon,  
Mobile: 8390282541  
Email: ganeshshinde2255@gmail.com

Subject: Job offer letter,

Dear Mr. Ganesh,

This has reference to the interview you had with us, we are pleased to offer the position of Account Assistant.

1. You will be under training for a period of 3 months which will be held at Office and your training performance will be monitored and evaluated on quarterly basis.
2. You will be paid Rs.7500/- per monthly salary during your training period and yearly increment will be applicable based on the performance basis.(Statutory deductions will be made from monthly salary- PT, EPF, ESIC)
3. Your posting would be at Kopergaon office.
4. Your training can be terminated at any time, if your performance is not up to the expectation of the organization
5. Please sign the offer letter and send back to office as a confirmation.
6. Please join us on 13 July 2020.
7. You have to submit you're below list of documents on the day of your joining.
  - a. Aadhar card
  - b. Pan card
  - c. Bank details
  - d. Latest education certificates
  - e. Passport size photo- 03
  - f. Driving License

We wish you a very bright career with Ecoluxe power solutions pvt.ltd.

Thanking You,

With Best Regards,

For Ecoluxe power solutions pvt.ltd.

  
General Manager



  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Shinde Moneshwar Machhindra  
**Place:** Kopargaon

Dear, Shinde Moneshwar 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 **02/10/2020**(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

  
Principal  
G.M. College

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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:** Shinde Moneshwar Machhindra  
04/10/2020

**Signature**

**Date:**

**Approved By**



**Accepted by**

  
**Principal**  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330





# Chola Insurance Distribution Services

Date: August 18 2018

Mr. SHRIDHAR SOPAN SHINDE,

Welcome to Chola Insurance Distribution Services Private Limited

Greetings!

As part of the joining formalities, you are requested to be ready with the documents mentioned below: Please ensure that the documents mentioned below are duly submitted to HR on the date of joining.

1. Appointment Letter duly signed
2. Proof of Age - Photostat Copies of SSLC /HSC / TC
3. Proof of All Educational Qualification(s) - Photostat copies of Mark Sheets of SSLC &HSC, University Degree Certificates of Graduation, Post Graduation & any other qualifications
4. Photostat copies of previous experiences (service certificates/ relieving letter)
5. Proof of last drawn salary
6. Relieving Letter from previous employer
7. Recent Passport Size Photographs - 5 No's
8. Medical Report (If applicable)
9. For Group Medical Insurance - Family particulars if ESI is not applicable.
10. Declaration for calculation of Tax to be deducted at source & PAN No.
11. If you have account with any of the below mentioned Bank, please inform HR/Finance.
  - a. HDFC Bank.
  - b. ICICI Bank.
  - c. INDUSIND Bank.

If you do not have account with any of the above, please inform HR immediately.

You shall be required to complete the joining formalities as per the list enclosed. These formalities are mandatory and you should complete them immediately, but not later than ten (10) days from the above date. You may please note that the date of completion shall be your date of Joining.

In case of any clarifications on the above, please address it to undersigned.

With Best Regards,

For Chola Insurance Distribution Services Private Limited

GOWTHAM SURYA V A

SENIOR EXECUTIVE - HUMAN RESOURCES

Principal  
B.S.G.M. College  
Kopergaon

**Employee Name:** - Shinde Somnath Dattu  
**Place:** Kopargaon

Dear, Shinde Somnath Dattu

**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 **20/10/2020** (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.

  
Principal  
Kopargaon

**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: Shinde Somnath Dattu

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopergaon

B. Com  
2020-21



2020-21  
TY Bcom

168

**SAI MOTORS**

Authorised Dealer : TVS Motor Company Ltd.  
Gat No.211 Plot No.16, Yeola Road,  
Opp. Apna Hotel, Irrigation Colony,  
A/p. Tal. Kopergaon, Dist. Ahmednagar.  
☎ : (02423) 223607 / 223707.

**APPOINTMENT LETTER**

Date: 25/06/2020

To,  
Miss. Rutuja Vikas Shirode

Address: KOPARGAON

Subject: Appointment Letter

Dear Sir,

With the reference to the above subject an interview was conducted on dated. 20/06/2020. You are selected as Computer Operator with the monthly Salary Rs. 6000/- and performance incentive. You are requested you to be present at the showroom on 01/07/2022. At 9.15am. Thank you.



  
Principal  
S.S.G.M.College  
Kopergaon

**Employee Name:** - Sonawane Shubham Keshav  
**Place:** Kopargaon

Dear, Sonawane Shubham Keshav

**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**

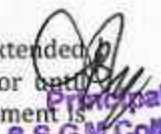
Your appointment as "Apprenticeship", Commences from **20/10/2020** (date of joining) and your employment duration will be 6 months from the date of joining.

**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.

  
Principal  
S. S. G. M. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTCD46330

- (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.
- (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:** .. Sonawane Shubham Keshav

**Signature**

**Date:** 22/10/2020

**Approved By**



**Accepted by**

Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Thokal Milind Babasaheb  
**Place:** Kopargaon

Dear, Thokal Milind Babasaheb

**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 **02/10/2020**(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.

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

- (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.
- (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: Thokal Milind Babasaheb

Signature

Date: 04/10/2020

Approved By



Accepted by

Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330



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174

2020-21

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August 24, 2020

Mr Amar Sharad Thombare  
A.p. Angulgaon tal.  
, Maharashtra , India  
Mobile: 9623899856

Letter of Offer

Dear Amar Sharad,

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 **24 August 2020**. 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 Limited 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 Limited

HEAD-BUSINESS HR

  
Principal  
B.S.G.M. College  
Kopergaon

Compensation Structure - Amar Sharad Thombare		
Position: Trainee Research Associate	Level :	A0
Department: Synthesis	Location:	Sector 58
Salary Components	Amount (In INR per month)	Amount (In INR per annum)
<b>A. Monthly Salary</b>		
Basic	9,170	110,040
House Rental Allowance	5,502	66,024
Conveyance Allowance	2,000	24,000
Special Allowance	1,406	16,872
Interim Bonus	1,000	12,000
<b>Sub Total (A)</b>	<b>19,078</b>	<b>228,936</b>
<b>B. Retirement Benefits</b>		
PF (Employer's Contribution) #1	1,509	18,108
Gratuity (As per Payment of Gratuity Act 1972)	441	5,293
<b>Sub Total (B)</b>	<b>1,950</b>	<b>23,401</b>
<b>C. Other Benefits</b>		
Mediclaim Insurance Premium with Parents #2	1,008	12,096
Group Term-Life Insurance Premium	230	2,760
Personal Accident Insurance Premium	31	372
ESIC	620	7,440
<b>Sub Total (C)</b>	<b>1,889</b>	<b>22,668</b>
<b>Total Fixed CTC</b>	<b>22,917</b>	<b>275,000</b>
<b>Total CTC (A+B+C) :</b>		<b>275,000</b>
<b>Total CTC (in words): Rupees Two Lakh Seventy Five Thousand only/-</b>		
<b>#1 Employee's PF Contribution will be deducted as per the PF Act, 1952 from the earnings</b>		
<b>#2 Mediclaim Insurance coverage includes Self, Spouse, 2 dependent kids and Parents</b>		

2018-19 TUBA

70

Shantanu S. Dhorde

B.S.L,LL.B,D.LL&LW.

ADVOCATE & NOTARY (GOVT. OF INDIA)

Sau. Charusheela S. Dhorde

B.S.L,LL.B,D.O.L

ADVOCATE

Residence & Office  
Near City Post Office,  
Dharangaon Road,  
Kopergaon, Dist. A'Nagar.  
☎ (02423) (R) 222482



Office :- Advocate Chamber No. 105, Court Road, Kopergaon, Dist. A'Nagar. ☎ (C) 223072

2020-21  
180

B.A. 2018-19

दाखला

दाखला देण्यात येतो की,

राहूल सिद्धार्थ उगले हे आमचे ऑफिसमध्ये सन २०१६ पासून वकीलांचे कोर्ट  
क्लार्क म्हणुन काम करीत आहे.

हा दाखला दिला असे.

स्थळ - कोपरगांव

ता. - ९/३/२०२०

  
अॅडव्होकेट

SHANTANU SOPAN DHORDE  
BSL,LLS,DLL,SLW  
ADVOCATE,KOPARGAON  
DIST-AHMEDNAGAR PIN-423 601  
☎ (02423)222482

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:- Thorat Pratiksha Sopan Place: Kopargaon**

Dear, Thorat Pratiksha Sopan

**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 **02/10/2020**(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.
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- 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.
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#### **2. NOTICE OF TERMINATION**

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- 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.

  
Principal  
S.S.C.I.T. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTC046330

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- (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.

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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:** Thorat Pratiksha Sopan

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
**Principal**  
S.S.C.M.College  
Kopergaon

**Employee Name:** - Tupe Diksha Bhausaheb  
**Place:** Kopargaon

Dear, Tupe Diksha Bhausaheb

**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 **20/10/2020** (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.
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**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

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- (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.
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## 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: .. Tupe Diksha Bhausaheb

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

# 135/2, Maruthi Industrial Estate, ITPL Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com CIN: U74120KA2008PTC046330

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B.A - Hindi  
2018-19

# SUYOJIT

LIVE A LIFE OF CHOICE

2020-21  
MA-II



**SAGAR UPHADE**  
EMP ID - SUN-ADM-59

**Department** : Administration  
**Blood Group** : B+ve  
**Mob No.** : 9921086857  
**Emergency Contact No.** - 0253-2310529

Holder's Sign

Director

SUN INFRASTRUCTURES PVT. LTD.

Principal  
S.S.G.M. College  
Kopergaon



20-21 m.com

# RAPIDEX ENGG. SERVICES

Near Sanjivani S.S.K. Ltd.  
Station Road, Po. Shingnapur, (Pin - 423 603)  
Tal. KOPARGAON, Dist. Ahmednagar - (M.S.)  
Telfax. : (02423) 224408, Mob.: 09422229765

B. Com - 2018-19

20-21

187

(The Complete Industrial Material Supply Company)

## Certificate

This is certify that **Miss. Kshitija Prashant Wani**  
is working as Accountant in my Industry.  
(Rapidex Engg. Services) Since 3 Years . Right Now  
She is Working with me in my Indusrty.

Thanking You.  
Yours Faithfully,



(Sandip V. Wani)



  
Principal  
S.S.G.M College  
Kopargaoon



MSE II 2020-21

2020-21  
(189)

Mata Prasad B. Lodhi  
Gulab Nagar, Gulab Nagar Ni Chali,  
Amaraiwadi, Ahmedabad - 380026

Date: 19<sup>th</sup> August, 2020

To,  
Mr. Tejas Mohan Wani  
At-Dhamori,  
Ta-Kopergaon  
Dist-Ahmadnagar,  
Maharashtra-423607  
Mobile: 7757848539  
Email: wani.tejas23@gmail.com

**LETTER OF APPOINTMENT**

Dear Mr. Tejas,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Lab Chemist-R & D Lab** in our contract with Anar Chemicals LLP, Vatva GIDC, Ahmedabad on the following terms & conditions with effect from date of you're joining. You will be join latest by 19<sup>th</sup> August, 2020.

➤ **Salary & Perquisites**

You will be paid basic salary and allowance per month at the following rates.

- Rs. 7500/- As Basic Salary
- Rs. 6900/- House Rent Allowance
- Rs. 1600/- Conveyance Exp.Reimb.

You will be entitled to Provident Fund and ESI as per the law applicable.

The Contractor shall have the right to alter the above remuneration structure as and when required.

➤ **Increment**

Your increment will be based on your efficient and satisfactory discharge of duties and may be withheld in case the standard of work and conduct are found unsatisfactory of which the Managing Director will be the sole judge or may be accelerate if the same are adjudged to be commendable at the discretion of the management.

  
Principal  
S.S.G.M. College  
Kopergaon



Delivery - Teamwork - Detail  
Integrity - Social Responsibility - Energy - Bravery

Offer and employment subject to verification of any requested original documents.  
Subject to the agreement of terms detailed in the "Appointment letter & employee agreement contract".

Offer valid for the next 24 hours only

28<sup>th</sup> April 2020

Dear Bhagyashri Yeole,

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt Ltd. In our discussions with you, we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early-stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of **Research Associate - Trainee**

**Date of Joining: 1<sup>st</sup> June 2020.**

The CTC (Cost To Company) pay will be **Gross INR 2.34 Lakhs per annum.**

**The annual package could total INR 2.34 Lakhs + INR 0.26 Lakhs (subject to performance) = INR 2.60 Lakhs.**

The performance bonus which is subject to performance could be **INR 0.26 Lakhs per annum** payable at the end of the financial year. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

**Please refer Annexure - I for CTC break-up.**

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part-time businesses, job, freelancing work during or after completion of office hours. Please note that such activities during employment of o2h will be considered as a violation of the agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

**This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.**

**Annexure - I**

Registered Address: Oxygen Healthcare Research Pvt. Ltd, "Sharmista Research Campus", Plot-35, Panchratna Industrial Estate,  
Near IBP Laxminarayan Petrol Pump Sarkhij- Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M. College  
Kopergaon



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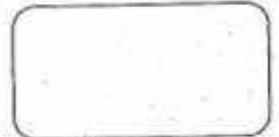
	Monthly (INR)	Yearly (INR)
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employer	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits; Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in FY 2021 for the period worked with in o2h in single FY only (April-March).

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact **Sonia More** on **+91 7434971747**. Please send us the scanned copy of the offer letter signed after confirmation to [sonia@o2h.com](mailto:sonia@o2h.com).

Regards,

  
Sonia More



Employee: Bhagyashri Yeole