

20-21

B.com

103



Date: 17-Sep-2020

Ref No: 10486/2020

Name: Mr. Sani Arun Shelke  
Address: A/P Revhenew colony to Kopergaon  
Dist Ahmednagar 423601

Dear Sani,

Further to the interview you had with us, we are pleased to inform you that you have been selected as a **Trainee MRA** in our Company at **Kopergaon**

Our top priority is to work with individuals, who can use their knowledge and expertise to enable socio economic transformation in rural India.

We assure you of our support for your professional development and growth.

Yours sincerely,

Narayanan M  
Chief Executive Officer

PS: This offer is subject to successful completion of pre-employment screening process which includes background verification and being found medically fit.

Please refer the annexures for Compensation structure, Roles & Responsibilities.  
For further queries / clarifications feel free to contact us.

*Sani*  
Accepted

  
Principal  
S.S.G.M. College  
Kopergaon

ANNEXURE

Name : Sant Arun Shelke  
Position : Trainee MBA - Field  
Joining Date : 18-Sep-2020  
Location : Kopergaon

**Terms of Employment**

The training will be for a period of 6 months from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.

**Roles & Responsibility:**

- Conduct village survey and organize village meeting
- Verify and ensure that all documentation during the group formation process is accurate and complete
- Ensure that the groups are formed and maintained as per the norms and guide lines of the company
- Ensure monthly target is achieved
- Ensure on-time recovery
- Any other work that may be assigned from time to time

**Compensation:**

Your gross monthly salary would be Rs.11,565/- and will be structured as follows (subject to deduction of tax as applicable by law):

Components	INR (Per Month)
Basic	10,260
Dearness Allowance	754
House Rent Allowance	551
<b>Gross Earnings</b>	<b>11,565</b>
Employer Contribution - PF	1,322
Statutory Bonus*	918
<b>Cost to Company</b>	<b>13,805</b>
Employee Contribution - PF	1,322
<b>Net Take Home</b>	<b>11,161</b>

\*The above breakup is subject to change w.r.t to statutory changes and company-wide policy changes.

  
Principal  
S.S.G.M. College  
Kopergaon

2020 - 21

B. W. M.

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# 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-Kopargaon

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  
Kopargaon

**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>	Procurement, Operations & Supply chain network of Fruits and Vegetables, Warehouse Management, Operations & inventory control,	
<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. Per

Authorised Signatory/Director

I accept \_\_\_\_\_  
Niranjan Madhukar Kadam

Date:

Place:

  
Principal  
B.S.G.M. College  
Kopergaon



RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER

M. Com

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.

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  
G.S.G.M. College  
Kopargaon

Smt. Dighe SB  
15/1/2022

M.S.C.F 2020 - 21

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  
S.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>		

  
 IC President  
 S.S.G. Institute  
 Kopyangon







2020-21  
(MAY II)

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2019-20

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

 **SAGAR KANIFNATH KANADE**  
NAME:  
DESIGN: **WORKER**  
D.O.B.: **1/5/1995**  
ADDRESS: AP: **KOPARGAON**

 **PRINCIPAL**  
AUTHO SIGN

  
Principal  
S.S.G.M. College  
Kopergaon





# SATPALDA TRADING PRIVATE LIMITED

ISO 9001-2015

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2020-21  
MATT

B.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 1S, BARAKHANDA ROAD, NEW DELHI - 110001, INDIA  
V: +91-11-23312048, 23713300 F: +91-11-2371502

BRANCH OFFICE: CP 2156, FIRST FLOOR, SECTOR 16A, VASUNDHARA, GHAZIABAD-201012, UP, INDIA  
V: +91-120-4335000, 4330542 F: +91-120-4330543

CIN No. U51009DL2004PTC139535  
E: info@satpalda.com W: www.satpalda.com

Principal  
S.S.G.M. College  
Kopergaon


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2020-21

M.A - Eng - 2019-20

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



Name: Poonam Amol Kote

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

Designation: Teacher

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

Date of Birth: 15/08/1990 Blood Group: \_\_\_\_\_

Date of Joining: 01/01/2021


Mob No: 8483933232

[Signature]  
 Signature of Issuing Authority

\_\_\_\_\_  
 Signature of Card Holder

\_\_\_\_\_  
 Employee ID No:

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



Name: Poonam . A . Kote

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

Date of issue: 01/01/19 Valid Up to: 30/06/20

Date of Birth: 15/08/90 Blood Group: AB+

[Signature]  
 Signature of Issuing Authority

\_\_\_\_\_  
 Signature of Card Holder

\_\_\_\_\_  
 Employee ID No:

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





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2020/21

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



**Shree Sai  
Computers**

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  
S.S.G.M. College  
Kopargaon





REF-P&amp;IR/PUNE DO-I

DATE- 06.02.2020

To,  
Shri Abhishek Ajay Uttarkar  
Manjula Apartment, Flat no-4  
Near Sambhaji Maharaj Statue  
Kopargaon-423601  
Dear Sir,

Re: Your appointment in L.I.C. OF INDIA for the post of ASSISTANT on  
compassionate ground

1. We are pleased to inform you that on the basis of your application dated 05/10/2019 and interview held on 31/01/2020, you have been considered eligible to be appointed as 'ASSISTANT' on probation in the scale of Rs. Rs.14435-840(1)-15275-915(2)-17105-1030(5)-22255-1195(2)-24645-1455(3)-29010-1510(2)-32030-1610(5)-40080. You are posted at Branch - 95G, Kopargaon of PUNE Division-I of the Corporation. Your initial Basic Pay will be Rs. 14435/- per month only. You will be covered under Defined Contribution Pension Scheme of the Corporation.
2. Over and above the Basic Pay mentioned in para 1 above, you will be paid such allowance as may be applicable to the employees of the Corporation from time to time.
3. Your appointment shall be governed by the Life Insurance Corporation of India (Staff) Regulations, 1960, the rules framed by the Central Government under Section 48 of the L.I.C. Act 1956, the rules of the Corporation and such instructions and/or orders that may be issued to you orally or in writing from time to time.
4. You will be required to perform the jobs of Assistant, Cashier, Single Window Operator, Customer Service Executive, etc. as and when required by the Office.
5. You will be on probation for a period of 6 months from the date of your joining.

पुणे शाखा कार्यालय - 1

जीवन प्रकाश, पो. बॉ. नं. 935, शिवाजीनगर, पुणे - 411005

दूरध्वनी : 020-25532201 फॅक्स दूरध्वनी : 020-25536025 ईमेल : sdms.pune1@licindia.com

Cont...2

Pune Division Office - 1

Jeevan Prakash, P. O. Box No. 935, Shivajinagar, Pune - 411005.

Tel.: 020-25532201 Fax Phone : 020-25536025, Telegram : SHAMAMANDAL, Email : sdms.pune1@licindia.com

  
Principal  
S.S.G.M.College  
Kopargaon



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B.A - Hindi  
2018-19

# SUYOJIT

LIVE A LIFE OF CHOICE

2020-21  
M.A - 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

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2020-21



334

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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>		

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326 2020-21

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**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 .roprietary 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 Sarkhej - Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M. College  
Kopergaon





19 328

**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 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.

Regards,

  
Sonia More



Employee: Manjushree Abhale

37

3/8

2020-21



14

**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.

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, "Sinharmista Research Campus", Plot-35, Panchratna Industrial Estate, Near BP Laxminarayan Petrol Pump Sarkhej- Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

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





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: Punam Abhale

38

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**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 Shubham Pingale,

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.

**lease 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  
S. S. Patel College  
Kopergaon





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.

Regards,



Sonia More



Employee: Shubham Pingale

36

314

12

20 20 - 21

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>		
Mediclaime 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 Mediclaime Insurance coverage includes Self, Spouse, 2 dependent kids and Parents</b>		

34

308

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2020-21

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



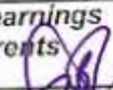
- 9. One signed cancelled cheque of existing savings bank account with name printed for KYC
- 10. Copy of Aadhaar Card of all members declared under the Mediclaim Policy/ESIC.
- 11. If you are holding your bank account in SBI/ICICI bank, please bring one cancelled cheque for salary processing. In case 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		

  
 VC  
 S.S.G.M. College  
 Koppal



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.

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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, "Shamista Research Campus", Plot-35, Panchratna Industrial Estate,  
Near IBP Laxminarayan Petrol Pump Sarkhej-Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M.College  
Kopergaon





6 302

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 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.
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- 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

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7

304



**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 Pratiksha Gawali,

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.

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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 Sarkhej- Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
B.S.P.M. College  
Kopargan





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
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Leave Travel Allowance	650	7,800
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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: Pratiksha Gawali

  
Sonia More  
Kopierpost

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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 05:15 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, "Shamista Research Campus", Plot-35, Panchrasna Industrial Estate, Near IIP Laxminarayan Petrol Pump-Sarkhej- Bavla Road, Changodar, Ahmedabad 382213. Email: hr@o2h.com

  
Principal  
S.S.G.M.College  
Kopergaon



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2020-21

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**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 o2h 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**

	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 **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



**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
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PF Employer	936	11,232
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Net salary/On hand salary	17,428	

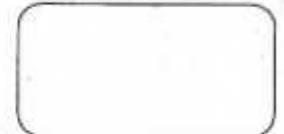
- \*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
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- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is 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

04 January 2021

APPOINTMENT LETTER

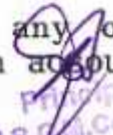
**Ms. Manasi Santosh Hingmire**

Shrinath Niwas, Dharangaon road, Kopargaoan, 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 office. Located in **Shameerpet** with effect from **04 January 2021** and your Employee ID 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 to 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  
B.S. Coll. College  
Kopargaoan



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.
9. 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 of 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.
4. You will devote your whole time and attention to the interest of the Company in any place of business to which you are posted.
5. 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.
6. You will be bound to observe the rules of the office discipline and / or other instructions 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.

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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 return.
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:** - 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**

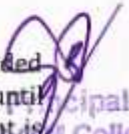
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter;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

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
S.S.M. College  
Kopargaon

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

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

### 3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

### 4. NON-COMPETE AND NON-SOLICITATION:

  
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  
Kopangon

**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: .. Jadhav Abhheet Ramesh**

**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: - 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**

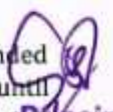
Your appointment as "Apprenticeship". Commences from **02/10/2020** (date of joining) and your employment duration will be 6 months from the date of joining.

**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  
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  
S.S.G.M. College  
Koparwan



- 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.M. College  
Kopergaon

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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: .. Hote Saurabh Dattatray

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
B.S.G.M.College  
Kopargaon



**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**

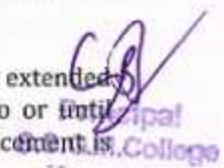
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter;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

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www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
Government College

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;

- (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:** - 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.
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Principal  
B.S.G. College  
Kopargaon

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

### 3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

### 4. NON-COMPETE AND NON-SOLICITATION:

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

  
Principal  
S.S.G.M. College  
Kopergaon



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


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

## 5. CONFIDENTIALITY

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

## 6. TERMS AND TERMINATION

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

  
Principal  
S.S.G. College

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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: .. Kakade Amol Rajendra

Signature

Date: 04/10/2020

Approved By



Accepted by

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



**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

**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. College  
Kosambur



- 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  
Kopargaoon

- (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.

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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: .. Borase Navnath Kadu

Signature

Date: 22/10/2020

Approved By



Accepted by

Principal  
S.S.G.A. College  
Kopergaon



**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.

  
Kopergaon

**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.G.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

**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.
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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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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.
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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 Akshay Rajendra

Signature

Date: 22/10/2020

Approved By



Accepted by

  
Principal  
S.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:

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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



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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:** Pangavhane Megha Bhanudas

**Signature**

**Date:** 22/10/2020

**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:-** 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.
- 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 Kopargaon

  
Principal  
S.M.A. College  
Kopargaon

**RuralShores Business Services Pvt Ltd**

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

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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:** Giri Rushikesh Vijay

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M. College  
Kopergaon

**Employee Name:-** Hon Rameshwar Satyawan

**Place:** Kopargaon

Dear, Hon Rameshwar Satyawan

**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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560048www.ruralshores.com

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:** Hon Rameshwar Satyawar

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

President  
S.R. Narayana  
Koppegowda

**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**

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#### **1. PLACE OF WORK**

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Principal  
S.S.M. College  
Kopargaon

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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.

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:** Pawar Yogesh Tulshidas

**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:-** 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.

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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.

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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Principal  
G. S. S. College



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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:** Aher Sunil Vitthal

**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.

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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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### ACCEPTANCE AND DECLARATION

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**Employee Name:** Bhakare Manoj Shripati

**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:-** Dange Gokul Bhausahab  
**Place:** Kopargaon

Dear, Dange Gokul 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.

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Principal  
B.S. College  
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:** Dange Gokul Bhausaheb

**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:-** 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.
- 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  
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.
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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:** 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:-** 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.
- 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  
S.S.M. 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.

## 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:** 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:-** 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.
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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**

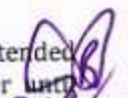
- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter;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

**RuralShores Business Services Pvt Ltd**

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

560048www.ruralshores.com

CIN: U74120KA2008PTCO46330

  
Principal  
S.S.G.M. 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.

## 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  
Mysore

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

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CIN: U74120KA2008PTC046330



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## 7. JURISDICTION

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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: Gujar Mukund Sanjay

Signature

Date: 04/10/2020

Approved By



Accepted by

Principal  
S.S.G.M.College  
Konaraon

**RuralShores Business Services Pvt Ltd**

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

560048 www.ruralshores.com CIN: U74120KA2008PTC046330

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

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560048www.ruralshores.com

CIN: U74120KA2008PTC046330



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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: Bagul Ganesh Vijay

Signature

Date: 04/10/2020

Approved By



Accepted by

  
Principal  
S.S.M. College  
Kannur

**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.
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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

*(Handwritten Signature)*  
Principal  
G. C. 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:** Bhakare Kunal Rajendra

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S.G.M.College  
Kopergaon

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560048 www.ruralshores.com 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.

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  
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:** Bhakare Vaishnav Ashok

**Signature**

**Date:** 04/10/2020

**Approved By**



**Accepted by**

  
Principal  
S.S. Col. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

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**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.
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#### **2. NOTICE OF TERMINATION**

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Principal  
B.S.G.M. College  
Kopargaon

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- (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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- (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 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