



2017-18

96

# समता

नागरी सहकारी पतसंस्था

Date 27 July-2018

विश्वास + सुरक्षितता = समता  
Ref.No.Samata H.O./2017-18/ 1253

10,  
Dinesh Arun Wagh  
At- Rahata,  
Tal- Rahata,  
Dist- Ahmednagar- 423107  
Mob- 7350163750

**Subject: Offer Letter**

We are pleased to offer you the position of (CSR) Customer Service Representatives. You will be attached to our Project Samata Nagari Sahakari Patsantha Maryadit, Kopargaon, Tal-Kopargaon Dist-Ahmednagar at Branch Rahuri, & will be reporting to (FS) Field Supervisor. We are all excited about the potential that you will bring to our organization.

Your initial compensation package includes an annual salary of **INR 1,26,000/- CTC (One Lac twenty-thousand only)**. Your services are transferable to other projects, locations/Offices of the company as per the company demand.

You are required to join us latest by **01-08-2018**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion into national and international markets. Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us.

Yours truly,

Authorized Signatory

(H .R. Department)  
Samata Nagari Sahakari Patsantha Maryadit, Kopargaon

No any other type of allowance or benefit will be allow to selected candidate rather that his offered salary and Travelling Bill (At Actual)

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Date \_\_\_\_\_

Principal  
S.S.G.M.College  
Kopargaon

मुख्य कार्यालय - पोस्ट बॉक्स नं. १०, समता मार्ग, कोपरगांव - ४२३६०९, टेलिफॉक्स : (०२४२३) २२५५५५ (५ लाईन),  
E-mail : info@samatapat.com | Website : www.samatapat.com



कोपरगांव | शिर्डी | राहाता | श्रीरामपूर | येवला | पुणे | गांधी चौक (कोपरगांव) | नाशिक रोड | अहमदनगर | वैजापूर | राहुरी | नांदेड | औरंगाबाद  
Reg. No. ANR / KPG / RSR / (CR) / 651 / 86

2017-18

25

यूनियन बैंक  
बॉफ इंडियाUnion Bank  
of India

एनएचएसएलएलएन A Government of India Undertaking

आन्ध्र  
Andhraमन्दिरे ग्रुप  
Corporation

MUM00559



नाम : मोहनीश विनायक देशपांडे

Name : Mohanish Vinayak Deshpande

कर्मचारी क्र / Employee No.: 806678

जन्म तिथि / Birth Date : 09.10.1997

रक्त गुण / Blood Group : AB+ve

हस्ताक्षर / Signature : Mohanish

जारी करने का स्थान/ मुंबई

Place of Issue. : Mumbai

जारीकर्ता अधिकारी / Issuing Authority

Date of Issue : 08.12.2020

  
Principal  
S.S. Gij. College  
Kopergaon

64

45

**RAYAT SHIKSHAN SANSTHA, SATARA**  
**APPOINTMENT LETTER**


Outward No. H.Edn. 196224  
Date:- 19/06/2017

To,  
**BHAKARE SAGAR DILIP, M.Sc., NET**  
AT POST SANVATSAR City: KOPARGAON, Tehsil:  
, Dist: Ahmednagar, Pin: 423603 State: Maharashtra,  
Mob.- 7798780091  
Email-bhakaresagarao@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

01. Your appointment is on purely temporary basis only.
02. This appointment is purely on contract basis and you will not be entitled to get any payments & other benefits from education department & Government of Maharashtra.
03. You will not be entitled to any government facilities & benefits received by a regular teacher.
04. If you are found absent continuously for more than three days without permission your services will be terminated automatically.
05. You will be disqualified & terminated if you indulge in any kind of misbehavior, misconduct or illegal act, during the service period. You will have to strictly follow the guidelines & instructions given by the Head of the Institute. If you do not follow all the terms & conditions mentioned above, it will be presumed that you are disqualified for the above post & your appointment will be terminated immediately.
06. If you have not joined the duty till the date 28/06/2017, then it will be presumed that you are not interested in this job & this order of appointment will stand cancelled.
07. After completion of the said period, you will get terminated automatically. For this purpose you will not be intimated by a separate letter.
08. You will not have any right or claim on this post when your appointment period is over.
09. Your appointment is from 21/06/2017 to 18/10/2017 of the academic year 2017-2018.



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

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

  
Principal  
S.S.G.M.Colleg  
Kopargaon

65

477

**RAYAT SHIKSHAN SANSTHA, SATARA**  
**APPOINTMENT LETTER**


Outward No.H.Edn./4041  
Date:- 19/06/2017

To,  
**KHAJEKAR BHAGYASHREE VIKAS, M.Sc.**  
'Govind-hausai', ward no.06, Shivajinagar, Market  
yard City: Shrirampur, Tehsil: , Dist: Ahmednagar,  
Pin: 413709 State: Maharashtra,  
Mob.- 9767796749  
Email- bkhajekar@yahoo.com

You have been appointed as Assistant Professor in Chemistry in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Production: Appendix English

  
Principal  
S.S.G.M.College  
Kopargaon

(3) 66 47

**RAYAT SHIKSHAN SANSTHA, SATARA**  
**APPOINTMENT LETTER**

Outward No.H.Edn./ 4025  
Date:- 19/06/2017

To,  
**ASHISH MADHUKAR NARODE, M.SC.**  
Plot No 71 Janli Vishwa Yeola Road City: Kopargaon,  
Tehsil: , Dist: Ahmednagar, Pin: 423601 State:  
Maharashtra,  
Mob.- 9960440422  
Email- ashishnarode@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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*[Signature]*  
Joint Secretary (H.Edn.)  
Rayat Shikshan Sanstha, Satara

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Ambedkar Jayanti 2017

*[Signature]*  
Principal  
S.S.C.M. College  
Kopargaon

67

48)

**RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER**

Outward No.H.Edn./ 4023  
Date:- 19/06/2017

To,  
**PATHAN ABRAR ZUBAIR, M.Sc.**  
KOTE GALLI, ISLAM NAGAR City: SHIRDI, Tehsil:  
, Dist: Ahmednagar, Pin: 423109 State: Maharashtra,  
Mob.- 8237749859  
Email- pabrar14@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Sanstha/Edn. Appoint/01/English/

Principal  
S.S.C.M.College  
Kopargaon



483

**RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER**


Outward No.H.Edn./ 4021  
Date:- 19/06/2017

To,  
**RAJESH KISANRAO MANJUL, M.Sc., SET., NET**  
Near mahadev mandir ,mahadevnagar City:  
Kopargaon, Tehsil: , Dist: Ahmednagar, Pin: 423601  
State: Maharashtra,  
Mob.- 9011517795  
Email- raj.manjul007@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Jambha Page App under English

  
Principal  
S.S.G.M.College  
Kopargaon

69

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**RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER**


Outward No.H.Edn./ 4022  
Date:- 19/06/2017

To,  
**BANKAR SWAPNIL REVNATH, M.Sc., SET**  
C/o-Dr. Rohit Kodre Hospital, Dharangaon road, near  
S.T. Stand, Kopargaon. City: Kopargaon, Tehsil: , Dist:  
Ahmednagar, Pin: 423601 State: Maharashtra,  
Mob.- 9850262490  
Email- srbankar21@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Inshallah Approved English

  
Principal  
S.S.G.A. College  
Kopargaon



70

487

**RAYAT SHIKSHAN SANSTHA, SATARA**  
**APPOINTMENT LETTER**

Outward No.H.Edn./ 4020  
Date:- 19/06/2017

To,  
**GADE VILAS BHAUSAHEB, M.SC., SET., NET**  
At Post: Chas Nali City: Kopargaon, Tehsil: , Dist:  
Ahmednagar, Pin: 423604 State: Maharashtra,  
Mob.- 9665022365  
Email- anant.gade1985@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.c.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

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Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Printed Page 1/1

  
Principal  
Shri.Sadguru Gangageer Maharaj Science  
Gautam Arts and Sanjivani Commerce  
College, Kopargaon

71

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**RAYAT SHIKSHAN SANSTHA, SATARA  
APPOINTMENT LETTER**

Outward No.H.Edn./4024  
Date:- 19/06/2017

THORAT SHITAL ASHOK, M.Sc.  
Thorat Vasti Puntamba City: Puntamba, Tehsil: , Dist:  
Ahmednagar, Pin: 413707 State: Maharashtra,  
Mob- 9922069330  
Email- shitalthorat1@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.c.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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

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Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Principal  
S.S.G.M.College  
Kopargaon

(72) 491

**RAYAT SHIKSHAN SANSTHA, SATARA**  
**APPOINTMENT LETTER**

Outward No.H.Edn./ 4026  
Date:- 19/06/2017

To,  
**PRIYANKA DATTATRAY KASHID, M.Sc.**  
Flat no 5, Shrikrushna Towers, Behind Irrigation  
Bungalow, Near Yeola Naka City: Kopargaon, Tehsil: ,  
Dist: Ahmednagar, Pin: 423603 State: Maharashtra,  
Mob.- 9881019640  
Email- priyanka.y.pawar@gmail.com

You have been appointed as Assistant Professor in Chemistry (For P.G.) in Rayat Shikshan Sanstha's Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon on CHB basis w.e.from 21/06/2017 at non-grant section. Your appointment is subject to following terms and conditions:-

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*[Signature]*  
Joint Secretary (H.Edn.)  
Rayat Shikshan Sanstha, Satara

Copy for information & necessary action.

Principal, Shri.Sadguru Gangageer Maharaj Science. Gautam Arts and Sanjivani Commerce College, Kopargaon

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

Printed on 19/06/2017 at 11:40 AM

*[Signature]*  
Principal  
S.S.C.M.College  
Kopargaon



45 123 10

**NABIRA MAHAVIDYALAYA, KATOL**

Disst. Nagpur (M.S.) Pin. 441302

Off. : 07112-222004, 222085, Fax. : 07112-222004

Graduation & Post Graduation in Arts, Commerce, Science & Management

Email:- [nmv.college@rediffmail.com](mailto:nmv.college@rediffmail.com)



NMK/Est/885 /2019

Date: 31/08/2019

To

Mr. Kailas Ashok More,  
At. Satyagaon Po. Mukhed  
Ta. Yeola Dist. Nashik (M.S.)  
Pin - 423401

**APPOINTMENT ORDER**

Mr. Kailash Ashok More, is appointed Assistant Professor in Chemistry (ST Category) on a starting pay of Rs. 15600 plus AGP Rs. 6000 (in the pay-band Rs. 15600-39100 and Academic grade pay Rs.6000)per month subject to the following terms and conditions:-

1. Your appointment is subject to approval from the Vice Chancellor R.T.M. Nagpur University, Nagpur.
2. Your appointment is on Probation for a period of One year. During the period of probation, your services are likely to be discontinued by giving one month notice on either side.
2. Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
3. Your services will be governed by the provision of the Maharashtra Public University act 2016 and the Statutes including Manuals, Ordinance, Regulations and Rules of the University for the time being in force and UGC/Maharashtra Govt. Rules.
4. You will be entitled to receive the allowances as per rules prevailing at present and as may be revised from time to time.
5. If your acceptance to this Appointment is not received Seven days after you receive this letter, your appointment is liable to be cancelled.
6. Your stay at Head Quarter i.e. Katol will be mandatory.

Note

*[Handwritten signature]*

*[Handwritten signature]*

(Dr. S. K. Navin)  
Principal  
Principal

Nabira Mahavidyalaya  
Katol

*[Handwritten signature]*

S.S. College  
Kopergaon

**Employee Name:** - Darandale Avinash Balasaheb  
**Place:** Kopargaon

**Dear,** Darandale Avinash Balasaheb

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

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

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

#### **APPOINTMENT**

Your appointment as "Apprenticeship", Commences from **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

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

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

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


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

**RuralShores Business Services Pvt Ltd**

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Principal  
S.S.S. College  
Kopargaon

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

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

### 3. DUTIES AND OBLIGATIONS

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

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

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

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

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


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

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

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

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

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

  
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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.

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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: .. Darandale Avinash Balasaheb

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopargaut

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**Employee Name:** - Jarhad Satyawar Dilip  
**Place:** Kopargaon

Dear, Jarhad Satyawar Dilip

**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 **23/08/2017**(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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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, prerequisites 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



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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.

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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: .. Jarhad Satyawan Dilip

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Koparguon

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**Employee Name:** - Kapase Ganesh Ashok  
**Place:** Kopargaon

Dear, Kapase Ganesh 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 **23/08/2017**(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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### 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.

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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.


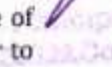
3.5 You agree that during the term of your Employment with the Company you shall work exclusively for the Company and that you will not perform or undertake to perform any work for any other person and / or Company without the prior written permission of the Company. For the purposes of this clause, "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  

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

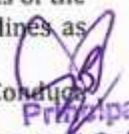
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written 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. S. College  
Kopergaon

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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: .. Kapase Ganesh Ashok

Signature

Date: 20/08/2017

Approved By



Accepted by

Principal  
B.S.G.M. College  
Karpagaon

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com CIN: U74120KA2008PTC046330



**Employee Name:** - Varade Gauri Daulat  
**Place:** Kopargaon

Dear, Varade Gauri Daulat

**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**

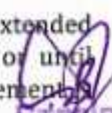
Your appointment as "Apprenticeship", Commences from **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

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

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

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

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

  
Principal  
S. S. G. College  
Kopargaon

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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.P.S. College  
Kannur

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

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

## 5. CONFIDENTIALITY

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

## 6. TERMS AND TERMINATION

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

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

## 7. JURISDICTION

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

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

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

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

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

### ACCEPTANCE AND DECLARATION

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

Employee Name: .. Varade Gauri Daulat

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
B.S.G.M.College  
Kopargaon

**Employee Name:** - Kureshi Amin Sadik  
**Place:** Kopargaon

Dear, Kureshi Amin Sadik

**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 **05/6/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

**1. PLACE OF WORK**

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

**2. NOTICE OF TERMINATION**

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

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

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

### 3. DUTIES AND OBLIGATIONS

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

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

3.3 You shall, during the term of your Employment with the Company, refrain from absents 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:

  
RuralShores  
Kopragal


- 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  
B.S.G.M.College  
Kannur

**RuralShores Business Services Pvt Ltd**

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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: .. Kureshi Amin Sadik

Signature

Date: 04/06/2017

Approved By



Accepted by

  
Principal  
B.S.G.M. College  
Koparasan

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com CIN: U74120KA2008PTC046330



**Employee Name:** - Sayyad Azar Ajj  
**Place:** Kopargaon

Dear, Sayyad Azar Ajj

**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**

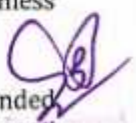
Your appointment as "Apprenticeship", Commences from **05/6/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

**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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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  
Kannur

- 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: .. Sayyad Azar Ajij

Signature

Date: 04/06/2017

Approved By



Accepted by

Employee Name: - Sant Ankush Balasaheb  
Place: Kopargaon

Dear, Sant Ankush Balasaheb

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

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

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

**APPOINTMENT**

Your appointment as "Apprenticeship", Commences from **05/6/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

**1. PLACE OF WORK**

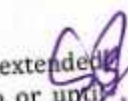
- 1.1 Your initial place of work will be Company's Office located at "Kopargaon" India.
- 1.2 However, considering Company all requirements, you may be transferred to any other location, any of the affiliates, subsidiaries, and / or sister concern(s) as may be decided by the Company.
- 1.3 In such situations, 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  
Kopergaon

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:

  
S.S.G.I.A. College  
Koramangla

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

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- 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.
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## 7. JURISDICTION

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

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

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

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

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

### ACCEPTANCE AND DECLARATION

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

Employee Name: .. Sant Ankush Balasaheb

Signature

Date: 04/06/2017

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:** - Bhujade Ravindra Ashok  
**Place:** Kopargaon

Dear, Bhujade Ravindra 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**

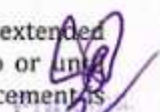
Your appointment as "Apprenticeship", Commences from **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

#### **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.

  
B.S.G.M. College

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CIN: U74120KA2008PTC046330


- 2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company shall terminate your employment with immediate effect without any notice or payment in lieu thereof whatsoever.
- 2.6 In case of your resignation, Company reserves the right upon receiving notice from you, to waive such notice period and pay gross salary for the duration of notice period waived. Kindly note that gross salary for the purposes of this clause would mean only your monthly gross salary and would not include any allowances, reimbursements, perquisites or benefits.

### 3. DUTIES AND OBLIGATIONS

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

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Principal  
L. Srinivas  
RuralShores

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.
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S.S.G.M.College  
Kopargan

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

- (c) If you remain absent without prior approval or sanction of leave for 3 consecutive working days including extended days of absence.
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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 Ravindra Ashok

Signature

Date: 20/08/2017

Approved By



Accepted by

  
S.S.S.M. Gethige  
Kopargaon

**Employee Name:** - Bharate Amit Kailas

**Place:** Kopargaon

Dear, Bharate Amit Kailas

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

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

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.G.M. College  
Kopargaon

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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



Municipal  
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Mysore

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

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

## 5. CONFIDENTIALITY

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

## 6. TERMS AND TERMINATION


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

**RuralShores Business Services Pvt Ltd**

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

  
Principal  
S.S. 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: .. Bharate Amit Kailas

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
S.S.C.M. College

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**Employee Name:** - Wagh Uja Babasaheb  
**Place:** Kopargaon

Dear, Wagh Uja Babasaheb

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

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

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

#### **APPOINTMENT**

Your appointment as "Apprenticeship", Commences from **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

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

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

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

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

  
Principal  
S.S.G.M.College  
Kopargaon

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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.M.College  
Kopangudi

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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: .. Wagh Uja Babasaheb

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
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RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

**Employee Name:** - Shinde Chandrashekar Manik  
**Place:** Kopargaon

Dear, Shinde Chandrashekar Manik

**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 **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

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

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

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

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

  
Principal  
S. S. G. College  
Kopargaon

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- 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.
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### 3. DUTIES AND OBLIGATIONS

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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.
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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.

  
Principal  
S.S. Chaitanya  
Korangan

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

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

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

### ACCEPTANCE AND DECLARATION

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

**Employee Name:** .. Shinde Chandrashekar Manik

**Signature**

**Date:** 20/08/2017

**Approved By**



**Accepted by**

Principal  
S.S.C.M. College  
Kopergaon



**Employee Name:** - Shinde Rahul Dilip  
**Place:** Kopargaon

Dear, Shinde Rahul Dilip

**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 **23/08/2017**(date of joining) and your employment duration will be 6 months from the date of joining.

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

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

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

- 2.1 During the employment with the Company can be terminated by either party, by giving the other, one month prior written notice or payment in lieu thereof. In such cases, it should be noted that the Company reserves the right to settle your dues / benefits / payments and / or issue relieving letter; service certificates etc.
- 2.2 After confirmation of your service by the Company, your services can be terminated by either party by giving one month prior written notice or payment in lieu thereof.
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- 2.4 Notwithstanding anything stated above, your date of relieving from the Company may be extended until the completion of certain works or projects which you are entrusted with to do or until complete knowledge transfer has been made by you to the Company or a suitable replacement is found for your position and the Company approves the same in writing.

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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 do

  
Principal  
S.S.M. College  
Kodurion

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

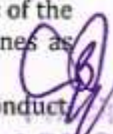
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written 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.

  
S.S.G.I. 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: .. Shinde Rahul Dilip

Signature

Date: 20/08/2017

Approved By



Accepted by

  
Principal  
S.S.G.M.College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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**Employee Name:** - Solase Pavan Dattu

**Place:** Kopargaon

**Dear,** Solase Pavan Dattu

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

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

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

#### **APPOINTMENT**


Your appointment as "Apprenticeship", Commences from **23/08/2017**(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  
e. S. G. M. College  
Kopargaon

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CIN: U74120KA2008PTC046330

- 2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company shall terminate your employment with immediate effect without any notice or payment in lieu thereof whatsoever.
- 2.6 In case of your resignation, Company reserves the right upon receiving notice from you, to waive such notice period and pay gross salary for the duration of notice period waived. Kindly note that gross salary for the purposes of this clause would mean only your monthly gross salary and would not include any allowances, reimbursements, perquisites or benefits.

### 3. DUTIES AND OBLIGATIONS

- 3.1 You shall hereby agree and confirm that you will devote full time and attention to provide the services and perform such other duties as required by the Company. You also agree to use the best efforts in the performance of your duties and responsibilities and shall perform all the duties with due care, skill and diligence.
- 3.2 You shall be entitled to leave with wages and other applicable leaves as per the policies of the Company as applicable to you.
- 3.3 You shall, during the term of your Employment with the Company, refrain from absenting from work without reasonable cause and prior written approval and / or consent for the entire period for which you are stipulated herein as having to work for the Company.
- 3.4 You shall ensure that during the term of your Employment with the Company, you shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Company, or otherwise misbehave in a manner that would be construed as being in violation of the rules and regulations of the Company in force from time to time including the terms and conditions contained in this letter of employment.
- 3.5 You agree that during the term of your Employment with the Company you shall work exclusively for the Company and that you will not perform or undertake to perform any work for any other person and / or Company without the prior written permission of the Company. For the purposes of this clause, "work" shall mean and include any job, service, consultation, training, piece-work, parttime work or contract work carried out by you for the benefit of any legal entity either yourself or through any other person or legal entity for monetary gain or otherwise.
- 3.6 You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any of your action in violation of this clause, you shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.
- 3.7 You shall take good care of all equipment's / tool / aids / materials / documents and other items of the Company entrusted to you and shall not misuse for personal usage or benefit or gains.
- 3.8 You also agree and confirm that you will not seek; solicit or make or accept any favors from Employees, Colleagues; Clients; Vendors; Center Partners etc., in any form including but not limited to financial assistance; material in kind or in any other form during the course of employment with the Company.
4. **NON-COMPETE AND NON-SOLICITATION:**
- 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

  
[Signature]  
[Name]  
[Address]  
[City, State, Pincode]

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

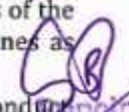
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written 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  
B.S. Uni. College  
Kopergaon

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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: .. Solase Pavan Dattu

Signature

Date: 20/08/2017

Approved By



Accepted by

Principal  
B.S.G.M. College  
Kopergaon

**RuralShores Business Services Pvt Ltd**

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

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**Employee Name:** - Sonpasare Kalyan Suresh  
**Place:** Kopargaon

Dear, Sonpasare Kalyan Suresh

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

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

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

#### **APPOINTMENT**

Your appointment as "**Apprenticeship**", Commences from **23/08/2017**(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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- 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

  
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S. S. 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

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- 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

**RuralShores Business Services Pvt Ltd**

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

## 7. JURISDICTION

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

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

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

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

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

### ACCEPTANCE AND DECLARATION

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

Employee Name: .. Sonpasare Kalyan Suresh

Signature

Date: 20/08/2017

Approved By



Accepted by

  
B.S.S.M. College  
Koraggodu

**RuralShores Business Services Pvt Ltd**

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

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