

Employee Name: - Adhav Gokul Raju
Place: Kopargaon

Dear, Adhav Gokul Raju

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **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.

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:

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


Principal
S. S. M. College

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G. Srinivas
K.S. Prasad

- (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: .. Adhav Gokul Raju

Signature

Date: 20/08/2017

Approved By



Accepted by


S.S.G.M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Aher Akshay Vinayak
Place: Kopargaon

Dear, Aher Akshay Vinayak

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 **21/09/2017**(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

- 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

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.


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G. College
Kopangudi

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Aher Akshay Vinayak

Signature

Date: 15/09/2017

Approved By



Accepted by

Principal
S.S.G.M. College
Kopergaon

Employee Name: - Aher Sonali Balasaheb
Place: Kopargaon

Dear, Aher Sonali Balasaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

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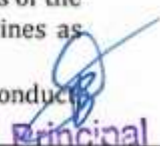
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written 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.
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- (d) You are unable to work because of any contagious illness or if you are found medically not fit to perform the work assigned to you;
- (e) You are found guilty of any misconduct as defined under law or under the relevant provisions of the rules and regulations of the Company as notified to you from time to time; Commission or omission of any act, misconduct as per the Service Rules and / or Standing Orders of the Company.
- (f) If you are found guilty for any reason and are arrested by police or convicted by any court of law. If you are involved in any riotous; retaliation; violence activities within or outside the office premises; or found involved in any harassment activities including sexual harassment.

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Aher Sonali Balasaheb

Signature

Date: 15/09/2017

Approved By



Accepted by

Principal

S.S.G.M. College
Kupargan

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

OFFICE OF THE DY. INSPECTOR GENERAL OF POLICE, G.C. CRPF NAGPUR (M.S)-440019
 NO. R.H-2/2015-ESTT-V-GC NGR(CT/GD EXAM-2015)

Dated, the February 2017

TO,

Roll No. : 7207000722
 Name : AHIRE DIGAMBAR VILAS,
 S/O Shree : AHIRE VILAS RANGNATH,
 Vill : , ANKAI,
 PO : ANKAI, TEH : YEOLA,
 DISTT : NASHIK (MAHARASHTRA),
 PIN : 423401

Subject: - **OFFER OF APPOINTMENT FOR THE POST OF CONSTABLE (GENERAL DUTY) IN CRPF.**

As a result of successfully qualifying written examination conducted by the Staff Selection Commission and completion of the recruitment process you have been allotted for enlistment in CRPF. Accordingly you are provisionally selected for appointment as Constable (General Duty) in CRPF. The post is purely temporary but likely to continue.

2. The Pay Scale of Constable (General Duty) as per 7th CPC lies in the pay matrix-3 and is Rs. 21,700/- as on date. In addition to this, you will be entitled to Dearness Allowance, Ration Money, Washing Allowance and other allowances as entitled to the Central Govt employees from time to time and other allowances/benefits as admissible to the CRPF personnel.

3. The terms and conditions of appointment are as under:-

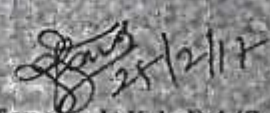
- (a) The post is combatised and purely temporary but likely to continue. On appointment to the said post, you will be on probation for a period of two years. On successful completion of the period of probation, you will be considered for confirmation. Your services are liable to be terminated at any time by the appointing authority without assigning any reasons, on one month's notice during the initial period of 02 years in accordance with the Central Civil Services (Temporary Service) Rules 1965.
- (b) The appointment carries with it the liability to serve anywhere in India or outside of India.
- (c) On joining this organization you will be governed under CRPF Act-1949 read with CRPF Rules-1955 and other recruitment rules notified / amended from time to time. This joining will be regulated from the date of your joining CRPF. You have to follow rules, orders and other instructions related to service conditions issued by the department from time to time.
- (d) You will be required to undergo basic training at any of the Training Institutions of CRPF. If you are not able to undergo/complete the training successfully, your service is liable to be terminated.
- (e) If you intend to resign from service before completion of 10 years of regular service you shall be required to refund to the Government the total cost of training imparted to you in the Force or a sum equal to three months' pay and allowances received by you prior to the date of your resignation, whichever is higher.
- (f) On joining the post offered you must meet to the eligibility conditions and be suitable for the post in all respects under provision of the relevant recruitment rules.
- (g) The CRPF has no liability in case of any injury/incident/accident occurred during the transit/journey period for joining the Force.
- (h) On appointment to the said post you will have to undergo basic training of specific period. In case you sustain any injury during the period of basic training and you are declared as permanently incapacitated for service in CRPF, your service will be liable to be terminated at any time without notice. It will be dealt according to CCS (Temporary) Service Rules.
- (i) Authenticity of the Educational/DOB/Caste Certificates, produced by you shall be verified from the concerned issuing authority. In case of any discrepancy found or malpractice noticed at any stage, your services shall be liable to be terminated. You shall also be liable for action against you as per law.

- (j) Your joining initially for the post of CT/GD is subject to fulfilling all eligibility conditions including medical fitness.
- (k) You will be entitled to pay and allowances/pension benefits under NCPS (New Contributory Pension Scheme) implemented vide GOI, Ministry of Finance, OM No. F.1(7)(2)/2003/TA/11 dated 07/01/2004. As of now you have to contribute an amount equal to minimum of 10% of your Basic Pay and DA per month towards this scheme.
- (l) You will not be entitled for reimbursement of any expenditure for the journey from your home town to the place of joining.
- (m) In case you do not report by the stipulated date mentioned at Para -4 below, the offer of appointment made to you will be deemed to have lapsed automatically and no correspondence whatsoever on the subject will be entertained.
- (n) In case of OBC personnel the appointment is provisional and is subject to the community certificate being verified through the appropriate authority. If verification reveals that the claim of the candidate belonging to OBC or not belonging to the Creamy layer is false, the services shall be terminated forthwith without assigning any reason and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false OBC Certificate. Only valid OBC Certificate is required.
- (o) Detailed particulars of next of kin with proof of age/date of birth for filling various nomination forms/documents are required.

04. If you accept the offer of appointment on the terms and conditions mentioned above, you should report for duty to The DIGP. GROUP CENTRE CRPF, NAGPUR (MAHARASHTRA)- 440019 on 21/03/2017 (Forenoon) Repeat in the forenoon of 21/03/2017 with original copies of the following documents :-

- (i) Matriculation Certificate mentioning Date of Birth therein, issued by the recognized School / Education Board.
- (ii) Intermediate / Degree / Diploma Certificate or any other technical qualification certificate if available.
- (iii) Caste certificate for Central Government Service issued by the appropriate authority, in case you belong to SC /ST/ OBC Category (Creamy / Non Creamy layer) with domicile certificate.
- (iv) No objection Certificate / Discharge Certificate from previous employer, if any.
- (v) Pre-verification form enclosed with this offer of appointment be filled up properly and got attested by the authorities as mentioned in the form.
- (vi) 10 (Ten) copies of recent passport size photograph.
- (vii) Passbook and Cheque book of Savings Account opened in any State Bank of India Branch in your name with ATM facility for drawal of Pay and Allowances.
- (viii) A sum of Rs. 4,000/- (Rupees Four Thousand only) for depositing as Mess Advance in addition to sufficient amount for your personal expenditure.
- (ix) Light beddings and clothings as per requirement.
- (x) PAN Card and Aadhar Card.

Encl : 01.


(Tonsing L. K. Lal), A/C
GC, C.R.P.F. Nagpur (M.S)

NO. R.II-2/2015-ESTT-V-GC NGR(CT/GD EXAM- 2015)

Dated, the February 2017

Copy forwarded to the Inspector General of Police, Western Sector, CRPF, Navi Mumbai (Maharashtra) (Through selo)

(Tonsing L. K. Lal), A/C
GC, C.R.P.F. Nagpur (M.S)

No. क्र.	Name नाम	Desig. पद	Salary वेतन	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Present Days प्रति	Salary (राशि)	Advance (राशि)	Balance (राशि)	Sign. (राशि)
1	Rupate K.S.	Resist prob		Rupate	Rupate	Rupate	Rupate	Sunday	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	SUNDAY	Rupate	Rupate	Rupate	Rupate	Hol	Rupate	SUNDAY	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate	Rupate						
2	Prasad Ananta B.	Asst. Prof.																																					



Department of Zoology
S.S.G.M. College, Kopargaon

Principal
S.S.G.M. College
Kopargaon

Employee Name: - Bankar Ankita Rajendra
Place: Kopargaon

Dear, Bankar Ankita Rajendra

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **12/09/2017**(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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopargaon

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:

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

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: .. Bankar Ankita Rajendra

Signature

Date: 10/09/2017

Approved By



Accepted by


Principal

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

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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:-

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.



[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

Handwritten signature

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

Employee Name: - Baravkar Komal Baban

Place: Kopargaon

Dear, Baravkar Komal Baban

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 **21/09/2017**(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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC016330

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

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Baravkar Komal Baban

Signature

Date: 15/09/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Barde Lakhan Ramrao
Place: Kopargaon

Dear, Barde Lakhan Ramrao

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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S.S.G.M College

Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.G.M. College
Koppehalli

- 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: .. Barde Lakhn Ramrao

Signature

Date: 04/06/2017

Approved By



Accepted by

Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Barhate Abasaheb Madhukar
Place: Kopargaon

Dear, Barhate Abasaheb Madhukar

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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S.S.G.M College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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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.

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Principal

- 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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- (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: .. Barhate Abasaheb Madhukar

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CTN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

Employee Name: - Barhate Ganesh Ramdas
Place: Kopargaon

Dear, Barhate Ganesh Ramdas

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

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

1. PLACE OF WORK

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Principal
S.S.G.M. College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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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.

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.G.M. College
Kopergaon


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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;


Principal

S.S.G.M. College
Kopargau

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Barhate Ganesh Ramdas

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. College
Kupurajuru

Employee Name: - Barhate Nitin Ashok
Place: Kopargaon

Dear, Barhate Nitin 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 **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 - 560032

www.ruralshores.com

CIN: U74120KA2008PTC046330

Principal
S.S.G.M College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

- 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: .. Barhate Nitin Ashok

Signature

Date: 04/06/2017

Approved By



Accepted by

Principal

Employee Name: - Bhakare Digambar Popat
Place: Kopargaon

Dear, Bhakare Digambar Popat

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

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CIN: U74120KA2008PTC046330

Principal
S.S.G.M. College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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4. NON-COMPETE AND NON-SOLICITATION:



Principal

S.S.G.M.College
Koparjauh

- 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.

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- 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: .. Bhakare Digambar Popat

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 CTN: U74120KA2008PTC046330

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RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER


Outward No.H.Edn./96224
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

APPOINTMENT LETTER


Principal
S.S.G.M.College
Kopargaon

Employee Name: - Bhakare Shekhar Satish
Place: Kopargaon

Dear, Bhakare Shekhar Satish

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

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CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

- 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: Bhakare Shekhar Satish

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

Employee Name: - Bhakare Suyog Eknath
Place: Kopargaon

Dear, Bhakare Suyog Eknath

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

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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

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

RuralShores Business Services Pvt Ltd

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www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G. College
Kolar

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Bhakare Suyog Eknath

Signature

Date: 20/08/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

Employee Name: - Bharate Amit Kailas

Place: Kopergaon

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 Kopergaon 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

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- 1.3 In such situations, you will be required to report at the designated location as per the terms and conditions contained in the transfer letter without being eligible for any additional remuneration, benefits etc. unless specified otherwise.
- 1.4 On reporting at the designated location of RSBS, you will be governed by the service rules, Policies and terms and conditions as applicable at the location of RSBS to which you are transferred.
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Principal

B.S.G.M College
Kopergaon

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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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3.1 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.

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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
St. Ann's College
Mangalore

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

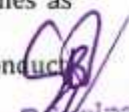
- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions 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.

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330


S.S. Chaitanya
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. S. College
Kodavara

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330



Employee Name: - Bharati Rohit Narayan
Place: Kopargaon

Dear, Bharati Rohit Narayan

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.

Principal

RuralShores Business Services Pvt Ltd

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www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines, as stipulated by the Company;

Principal

RuralShores Business Services Pvt Ltd

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www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopangal

- (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: .. Bharati Rohit Narayan

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal
S.S.G.M. College
Kopergaon

B-007 13-15

17



FINANCE PLAZA

13/10/18

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20



कोपरगांव

दिनांक 24/10/2018

दाखला

दाखला देण्यात येतो की महेश मच्छिंद्र भोकरे रा. संवत्सर
ता. कोपरगांव जि.अ.नगर येथील रहीवासी असून तो गेली 2 वर्षांपासून हा
फायनान्स प्लाझा या कंपनीमध्ये ऑफीस मध्ये सकाळी ९ ते सायकाळ
६ वाजेपर्यंत जॉब करीत आहे त्या करीता सदरचा दाखला दिला असे.

✽ फायनान्स प्लाझा ✽
ताळनाथली, महाजन विल्डींग
मेल रोड, समता पत संस्थे जवळ
कोपरगांव - 423 601
☎ (02423) 221718
Mob.No. 9850395410

FINANCE PLAZA

PROPRIETOR


Principal
S.S.G.M. College
Kopergaon

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.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.
- 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
College
K. S. Nagar

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 Standing Orders, Policies and Procedures of the Company.


S.S.G.M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Bhujade Ravindra Ashok

Signature

Date: 20/08/2017

Approved By



Accepted by

S.S.G.M. Gahaga
Kopergaon

Employee Name: - Borde Krishna Shivajirao
Place: Kopargaon

Dear, Borde Krishna Shivajirao

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 12/09/2017(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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S.S. Srinivas
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.C.M. College
Kbparagan

- 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: .. Borde Krishna Shivajirao

Signature

Date: 10/09/2017

Approved By



Accepted by

A handwritten signature in blue ink, appearing to be "S. S. S.", written over a faint circular stamp.

Principal
S. S. S. 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: - Bumb Yash Sanjay
Place: Kopargaon

Dear, Bumb Yash Sanjay

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330


S.S.G. Srinivas
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 entice away any  Principal

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopargaoan

- (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: .. Bumb Yash Sanjay

Signature

Date: 20/08/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. D. Wode
Kopergaon

2017-18

25



Dear Nilesh_2000087084,

Welcome to Hexaware BPS!

Hexaware is one of the fastest growing next-generation providers of IT, BPO and Technology Consulting services. Our strategy of 'Cloudify everything', 'Automate everything', and 'Transform Customer experience' is helping the company become one of the most relevant BPS services firms globally today. It is the quality of its people that defines Hexaware BPS. We needed a highly motivated and talented team focused on dealing with the challenges that any promising organization faces. Hexaware's rise is a remarkable testament to the people who have worked with us, both past and present, especially in an era when the outsourcing and BPO industry was witnessing tough competition. It gives me great pleasure to acknowledge that we have been fortunate to have a highly energetic team that not only shares the dream but works persistently to scale new heights. Hence, we have a global presence in most of the parts of the world.

We encourage strategic thinking and we develop the strength of our employees in an environment that cultivates teamwork as well as individual initiative. At Hexaware BPS, people are our single most important asset, with an eclectic mix of background, experience, culture and interest. We take pride in assisting clients develop creative solutions to the most critical problems faced in business. To achieve this, we are committed to creating a healthy, safe and fulfilling work environment in which people can grow, individuals can make a difference and teams can win. Since there is no single path to success, we help shape the path that best fits an individual's unique abilities and aspirations.

We recognize employees for their talent and their exceptional work performance. We believe that they can contribute a rich set of viewpoints and experiences to our organization. Diversity nurtures a stronger, more exciting team environment and allows us to provide better insights to our clients. We champion diversity as an important source of perspectives, opportunities, and relationships for our business and our people. We are committed to making Hexaware BPS a company in which, all individuals have an opportunity to flourish and succeed.

We are happy to have you with us and we wish you a rich and learning experience. I hope that your relationship with Hexaware will provide you with a long and satisfying career experience.

A handwritten signature in blue ink, appearing to read 'Sanhita Ganguly', with a stylized flourish at the end.

Warm Regards,

Sanhita Ganguly

Human Resources - BPS

*This is a system generated letter

Confidential

A handwritten signature in blue ink, appearing to read 'Principal S.S.G.M. College', with a stylized flourish at the end.

Principal
S.S.G.M. College
Kopergaon

Hexaware Technologies Ltd. - Compensation and Benefits Annexure

Name: Nilesh Suresh Chandgude
 Grade: **BAND 1 (D)**
 Designation: Senior Analyst
 Department: Operations

Emp ID: 2000087084
 WEF: **17-October-2022**
 Location: Pune
 Date: **17-October-2022**

COMPONENTS			
A: Monthly			
1.1 Basic	PM (INR)	PA (INR)	
1.2 HRA	11,375.00		136,500.00
1.3 Special Allowance	11,812.00		141,744.00
1.4 VPA	3,792.00		45,504.00
	7,583.00		90,996.00
Total (A)	34,562.00		414,744.00
B: Benefits			
2.1 Provident Fund	PM (INR)	PA (INR)	
2.2 GLIP & Mediclaim	1,800.00		21,600.00
2.3 ESIC	155.00		1,860.00
2.4 Bonus	0.00		0.00
	1,400.00		16,800.00
Total (B)	3,355.00		16,800.00
TOTAL CTC: [A+B]	37,917.00		40,260.00
			455,004.00

MONTHLY TAKE HOME CALCULATION

COMPONENTS MONTHLY	MONTHLY TAKE HOME@3 RATING	MONTHLY TAKE HOME BASED ON RATING	
Gross (Refer to Total [A] above)	34,562.00	Rating 1 (Considering 50% Monthly VPA)	29,821.00
Add: Bonus	1,050.00	Rating 2 (Considering 75% Monthly VPA)	31,716.00
Less: ESIC	0.00	Rating 3 (Considering 100% Monthly VPA)	33,612.00
Less: PF Contribution	1,800.00	Rating 4 (Considering 125% Monthly VPA)	35,508.00
Less: Profession Tax	200.00	Rating 5 (Considering 150% Monthly VPA)	37,404.00
Net Take Home Salary	33,612.00		

Notes regarding components above:

1.4 Variable Performance Allowance will be paid based on the ratings at the end of every month. These ratings will be given for your performance in line with the KRAs. VPA for employees for the first 30 days or training period, whichever is higher, will be paid at a default rating of 2. In case you exceed performance and get a rating of 4 and above you will be entitled to make more than your Target Variable Pay as mentioned above in the structure.

2.2 The company has taken a Group Life Insurance Policy and a Mediclaim Policy in case of any medical emergencies. A premium of Rs.155/- per month is paid by the company and hence is provided as a benefit as shown in the above table. As per the policy, the coverage limit under Mediclaim is Rs.1,25,000/- & the coverage under Group Life Insurance Policy is Rs. 500,000/-.

2.4 Any Advance bonus component as a part of CTC is being paid as a part of monthly take home. The final bonus payable as per Payment of Bonus Act 1965 will be decided & paid before Diwali after adjusting the advance amount paid out as a monthly component.

Additional Note:

i) The above salary is subject to income tax deductions & is calculated based on the Statutory provisions & Labour Legislations prevailing at the time of issuance of this letter which may change from time to time as per Government rules and regulations. You will be notified as and when such changes happen in the legislations governing the compensation.

ii) Probation Period - An employee is eligible for Confirmation post the completion of the Probation period subject to a satisfactory performance review. The Probation and confirmation is as per the company policy and the same shall be binding on the employee.

iii) Salary information is to be kept confidential and is governed by the Non-Disclosure and Confidentiality clause mentioned in your appointment letter. All other terms & conditions will remain the same as per company policy.



*This is a system generated letter

Confidential



Principal
S.S.G.M. College
Kopergaon

Employee Name: - Chathe Pooja Babanrao
Place: Kopargaon

Dear, Chathe Pooja Babanrao

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.

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

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

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CIN: U74120KA2008PTC046330

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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: .. Chathe Pooja Babanrao

Signature

Date: 20/08/2017

Approved By



Accepted by

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Kopergaon

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Employee Name: - Chaudhari Suhas Macchindra
Place: Kopargaon

Dear, Chaudhari Suhas Macchindra

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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- 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

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: .. Chaudhari Suhas Macchindra

Signature

Date: 04/06/2017

Approved By



Accepted by

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RuralShores Business Services Pvt Ltd

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

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Employee Name: - Chavan Dipak Balasaheb
Place: Kopargaon

Dear, Chavan Dipak 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 **12/09/2017**(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:


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- 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;


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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.
- (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: .. Chavan Dipak Balasaheb

Signature

Date: 10/09/2017

Approved By



Accepted by


Principal

S.S.C.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: - Chavan Sagar Bhausaheb
Place: Kopergaon

Dear, Chavan Sagar Bhausaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

We are glad to inform you that, you are working in the Kopergaon 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 "Kopergaon" 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 for the


Principal

S. S. College
K. S. Nagar

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M College
Koparguon

- (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: .. Chavan Sagar Bhausaheb

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

Employee Name: - Chavan Shubham Tulsidas
Place: Kopargaon

Dear, Chavan Shubham Tulsidas

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M College
(Kopargaon)

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:

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

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: .. Chavan Shubham Tulsidas

Signature

Date: 20/08/2017

Approved By



Accepted by


Principal

G. S. S. M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Chine Madhuri Sanjay

Place: Kopargaon

Dear, Chine Madhuri Sanjay

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **21/09/2017**(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. Golego
Kopargaon

RuralShores Business Services Pvt Ltd

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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.

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- 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.
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- 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.
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- 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.

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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.

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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.

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- 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

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www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.C.M. College
Kopangalur

- (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: .. Chine Madhuri Sanjay

Signature

Date: 15/09/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

17-18

PAY SLIP FOR THE MONTH OF FEBRUARY 2023

EMPLOYEE ID	2002122609	PAN NO	BBYFC6719G
EMPLOYEE NAME	AKSHAY MADHUKAR CHOUDHARI	ESI NO	3517577053
DATE OF JOINING	09/06/2022	FIXED DAYS	28.00
DESIGNATION	TRAINEE	PRESENT DAYS	28.00
DEPUTED AT	CLIENT SITE	BANK NAME	STATE BANK OF INDIA
GENDER	MALE	BANK A/C NO	32526355461
PF NO		INSURANCE NO	
UAN NO	NOT_AVAILABLE	LOCATION	SHIRAMPUR
DESCRIPTION	EARNINGS	DESCRIPTION	DEDUCTIONS
STIPEND ESI	14,012.00	PROFESSIONAL TAX	300.00
ARREAR STIPEND ESI	124.00	EMPLOYEE ESI	107.00
SALARY_ADVANCE	7,500.00	INSURANCE DEDUCTION	352.00
GROSS EARNINGS	21,636.00	TOTAL DEDUCTIONS	759.00
TOTAL FIXED SALARY (G-E) : 20,877.00 (TWENTY THOUSAND EIGHT HUNDRED AND SEVENTY-SEVEN)			

TOTAL PAYABLE DAYS :28

ARREAR DAYS :0

ARREAR NO.OF DAYS:

MONTH	NO.OF DAYS

NOTE: THIS IS A COMPUTER-GENERATED DOCUMENT DOES NOT REQUIRE ANY SIGNATURE.

FOR ANY QUERY, PLEASE REACH US @ 1800-572-3333 OR WRITE TO HELP@QUESSCORP.COM

AS PER UNION BUDGET 2020 YOU HAVE AN OPTION TO OPT FOR "NEW TAX REGIME" OR TO CONTINUE WITH "OLD TAX REGIME". INCOME TAX DECLARATION WINDOW WILL BE OPENED IN PORTAL FROM 21ST MARCH 2022 TO 8TH APRIL 2022

NOTE : PLEASE OPT THE TAX RESUMES CAREFULLY AND SUBMIT, ONCE SUBMITTED THERE IS NO OPTION TO CHANGE TAX REGIME FOR 2022-23 FY

[HTTPS://WWW.INCOMETAXINDIAEFILING.GOV.IN/TAX_CALCULATOR/INDEX.HTML?LANG=ENG](https://www.incometaxindiaefiling.gov.in/TAX_CALCULATOR/INDEX.HTML?LANG=ENG)

MAR 2 2023 7:20PM


 Principal
 S.S.G.M.College
 Kopargaon

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.


Principal
S. S. S. College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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: .. Darandale Avinash Balasaheb

Signature

Date: 20/08/2017

Approved By



Accepted by

A handwritten signature in blue ink, appearing to be "S.S.G.M.", written over a faint circular stamp.

Principal
S.S.G.M.College

Kopasgaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Dawange Satish Bhausahab
Place: Kopargaon

Dear, Dawange Satish Bhausahab

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **12/09/2017**(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, Kopargaon

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. College

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.G.M. College
Kopalgauvi

- 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: .. Dawange Satish Bhausaheb

Signature

Date: 10/09/2017

Approved By



Accepted by


Principal
S.S.G.M. College
Kopargaoan

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Dawange Shankar Bhimrao
Place: Kopargaon

Dear, Dawange Shankar Bhimrao

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 - 560088

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G. College

Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

- 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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- 5.1 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.

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- 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: .. Dawange Shankar Bhimrao

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Deshmukh Rahul Sunilrao
Place: Kopargaon

Dear, Deshmukh Rahul Sunilrao

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 - 560067

www.ruralshores.com

CIN: U74120KA2008PTC046330

Principal
S.S.G.M. College
Kopargaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:


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

- 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: .. Deshmukh Rahul Sunilrao

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.G.M. College
Kopergaon

Employee Name: - Deshmukh Umesh Ramdas
Place: Kopargaon

Dear, Deshmukh Umesh Ramdas

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **12/09/2017**(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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S.S.G. ejo
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:


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S.S.G.T. College
Kupargau

- 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;

Principal

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www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M. Srinivasu
Koppegowda

- (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: .. Deshmukh Umesh Ramdas

Signature

Date: 10/09/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

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भारत मुंबई



Union Bank
of India

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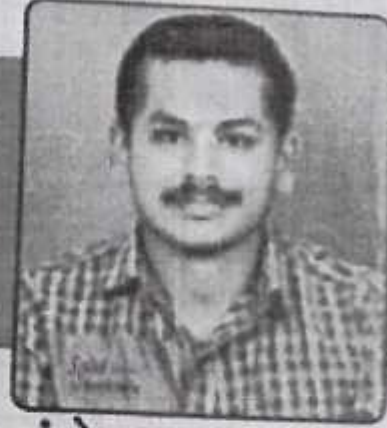


आंध्र
Andhra



महाराष्ट्र
Maharashtra

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

Ranjan

जारीकर्ता अधिकारी / Issuing Authority

Date of Issue : 08.12.2020

Ranjan

Principal
S.S.G.H. College
Kopergaon

Employee Name: - Dhiwar Amol Ramesh
Place: Kopargaon

Dear, Dhiwar Amol Ramesh

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

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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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CIN: U74120KA2008PTC046330

Principal
S.S.C. 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.
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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.
- 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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;

Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S. Srinivas
Kopalgau

- (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: .. Dhiwar Amol Ramesh

Signature

Date: 04/06/2017

Approved By



Accepted by

Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S.C. [Signature]
KAPUJAN

Employee Name: - Gade Priti Balasaheb
Place: Kopargaon

Dear, Gade Priti 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 **12/09/2017**(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

S.S.G. Golega
Kopargaon

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S. S. G. Reddy
Kopergaon

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
 - (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;

Principal

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CIN: U74120KA2008PTC046330

S.S.G.M College
Koppalgehalli

- (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: .. Gade Priti Balasaheb

Signature

Date: 10/09/2017

Approved By



Accepted by

Principal
S.S.G.M College
Kopalgauze

RuralShores Business Services Pvt Ltd

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

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**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.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.



[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

RAYAT SHIKSHAN SANSTHA SATARA

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

To,
Mr. Yogesh N. Gade
Lane no, 5, Vrindavan Park Phase
2, Diamond Water Park Road,
Lohegaon - 421047.

OFFER LETTER

Dear Mr. Yogesh N. Gade,

1. With reference to your application and subsequent interview you had with us we are pleased to offer you the post of "Medical Representative" for our organization. Your CTC will be 3,70,000 /- per annum . Kindly send your acceptance letter and resignation letter to your previous organization. Allowances :-
Daily Allowance - 350/-
2. Kindly treat this as your Offer Letter/ Letter of Intent for the same.
3. A detailed Appointment Letter will be issued to you at the time of your joining and submission of the following documents :
 - A. Appointment letter of previous company and pay slips.
 - B. 10th, 12th, Graduation Certificates
 - C. Aadhar Card, Pan Card.
 - D. Cancelled Cheque
 - E. Emergency Contact Number
4. We welcome you to our organization and wish you a successful career with us.
5. As a token of acceptance of the above offer, kindly return the duplicate copy of this letter duly signed, retaining the original with you.

Thanking you,

Yours faithfully,



Siddhee Rohekar (HR)
NOURRIR PHARMA LLP

Employee Name: - Gadekar Ganesh Popat
Place: Kopargaon

Dear, Gadekar Ganesh Popat

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

Principal

S S S

- 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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
 - (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;


Principal

S.S.G. in Charge
Kuppalgudi

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Gadekar Ganesh Popat

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

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2017-18 M.Sc - II
 M.Sc. 2017-18
 Principal SSGM <ssgmcoll.kop@gmail.com>

Education Verification_Mahesh Sunil Gadekar_1583-007883_Shri Sadguru Gangageer Maharaj Science ,Gautam Arts and Sanjivani Commerce College-24314986

1 message

qualificationcheck1@authbridge.com <qualificationcheck1@authbridge.com>
 To: ssgmcoll.kop@gmail.com

Tue, Mar 8, 2022 at 9:05 PM

To,


Dear Sir / Madam,

send of mail
 on dated 10/03/2022

AuthBridge Research Services is one of leading pre-employment background screening company in India, offering verification for address, educational qualification, professional license, employment history, references and criminal background. We also conduct database checks and due diligence.

With reference to the Ex-Student who has done below mentioned course. we would appreciate your assistance in verifying the details given below.

Note : This specific correspondence will be tracked through the reference number, hence request you not to change the subject line for future correspondence.

DETAILS		VERIFICATION (YES/NO)
Candidate Name	Mahesh Sunil Gadekar	Yes
Roll No./Registration No./ Enrollment No.	OR15330357	Yes
Course/Qualification	Master of Science - Organic chemistry	Yes
Passing Year	2017	Yes
Backlogs Status	Course completed (No Backlog)	Yes
Check Id	24314986	
Verifier Name (Person who is verifying Education Qualification)	 Principal	
Verifier Designation	S.S.G.M. Science, Gautam Arts & Sanjivani Commerce College, Kopergaon	

If any of the details as mentioned in the attached document are incorrect, may we request you to kindly mention the correct details in your reply referring to the appropriate sub-head.

We appreciate your expeditious assistance in our Endeavor to provide authentic and verified reports to our clients.

Sincere Regards,
 Manorma Pandey ARS
 Verifier
 918377904863


 Principal
S.S.G.M. College
Kopergaon

Personal & Confidential

May 03, 2021

Vishal Gadhave
Rahata

Dear Vishal Gadhave,

With reference to your appointment letter, we are pleased to confirm your services in the Bank as **Assistant Manager** with effect from **April 24, 2021**.

The revised terms and conditions of your employment with the Bank are as follows:

Band:	E1	
Base Salary:	Rs.	124950/- p.a.
(This salary will be taken into consideration while computing retriial benefits)		
HRA:h	Rs.	27000/- p.a.
Conveyance:	Rs.	19200/- p.a.
Medical:	Rs.	15000/- p.a.
Lunch Allowance:	Rs.	10920/- p.a.
Other Allowance	Rs.	74917/- p.a.
Personal Pay:	Rs.	53000/- p.a.

Personal Pay:

The component of Personal Pay is individual specific and varies with regard to a person's level, performance rating, contribution and skills & competencies. (The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

Leave Travel Allowance:

You are entitled to LTA @ one month's base salary, after completion of one year of service in the Bank. The tax exemption on LTA will be in accordance with Income Tax provisions.

Hospitalisation Benefit:

You will be entitled to hospitalisation benefits under the Hospitalisation Scheme prevailing in the Bank.

Provident Fund:

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

Job description:

Your duties and responsibilities have been explained to you. However, you shall execute and perform all such duties that may be assigned to you by the Bank from time to time and the Bank reserves its right to vary these at its discretion.

Location:

The Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Secrecy:

It is a condition of your employment that you will not divulge any information relating to the Bank or any of its constituents or employees received by you in the course of your employment and after the cessation of your employment with the Bank, for whatever reason without an express written authority from the Management.

Alternative Employment:

During the course of your employment with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

As a confirmed employee, you will be required to give three months' notice or salary in lieu of notice at the Bank's discretion.

The terms and conditions set out in this letter of Appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Wishing you a long and successful career with HDFC Bank.

**Yours truly,
For HDFC BANK LIMITED,
Human Resources**

"This is Computer generated letter and hence does not require Signature"

Human Resource Division, HDFC Bank Corporate HR – ISO 3001.2008 Certified

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


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

HDFC Bank Ltd.

Name: Vishal Gadhve		
Grade: Assistant Manager (Band E1)		
Location: Rahata		
	Per month	Per annum
Base	10413	124950
HRA	2250	27000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Personal Pay	4417	53000
Other Allowance	6244	74917
PF	1800	21600
LTA		10413
Gross p.a.		357000

Note:

- 1. Revised Salary with effect from April 24, 2021.**
- 2. The above Base Salary will be taken into consideration while computing Retiral Benefits.**
- 3. City Allowance – Linked to place of posting.**

V13520

Human Resource Division, HDFC Bank Corporate HR – ISO 3001.2008 Certified

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


Principal
S.S.G.M. College
Kopargaon

HDFC BANK



VISHAL GADHAVE

V13520

RETAIL BRANCH BANKING

1+

A handwritten signature in dark ink, appearing to be 'Vishal'.

Authorised Signatory

A handwritten signature in blue ink, appearing to be 'S.S.G.M.'.

Principal
S.S.G.M. College
Kopargaon

Employee Name: - Gaikwad Dinesh Annasaheb
Place: Kopargaon

Dear, Gaikwad Dinesh Annasaheb

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

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

Principal
S.S. [Signature]

- 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

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

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: .. Gaikwad Dinesh Annasaheb

Signature

Date: 20/08/2017

Approved By



Accepted by


Principal

MA - 11 12-19 2012-19
RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER

Outward No.H.Edn./14699
Date:-01/12/2018

To,
GANGAVE VRUSHALI VIJAY, M.A
A/P YESGAON City: KOPARGAON, Tehsil:
Kopargaon, Dist: Ahmednagar, Pin: 423601 State:
Maharashtra
Mob. :9049951316
Email : vrushaligangave09@gmail.com

You have been appointed as Assistant Professor in English (FOR P.G.) in Rayat Shikshan Sanstha's Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon, Dist-Ahmednagar on CHB basis w.e.from 02/12/2018 in 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 temporary basis for the period w.e.from 02/12/2018 to 30/04/2019 and you will not be entitled to get any payment & other benefits from Education Department & Government of Maharashtra.
03. If you are found absent continuously for more than three days without prior permission, your services will be terminated automatically.
04. You will be disqualified & terminated if you indulge in any kind of misbehavior, misconduct or illegal act, during the service period. You will have to strictly follow the rules, guidelines & instructions given by the Sanstha. If you do not follow any of the terms & conditions mentioned above, it will be presumed that you are disqualified for the above post & your appointment will be terminated immediately.
05. If you have not joined the duty till the date 09/12/2018, it will be presumed that you are not interested in this job & this order of appointment will stand cancelled automatically.
06. After completion of the said period, your appointment will be terminated automatically.
07. You will not have any right or claim on this post after your appointment period is over.
08. Your appointment is from 02/12/2018 to 30/04/2019 of the academic year 2018-2019.



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

Copy for information & necessary action.

Principal, Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopargaon, Dist-Ahmednagar

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

Version 1.0 | 2018 | 11/12/2018 | 11/12/2018 | 11/12/2018

S. S. G. M. College, Kopargaon
Inward No. 1139
Date 1/1/19

Principal
S.S.G.M. College
Kopargaon

Employee Name: - Gavhale Amol Harishchandra

Place: Kopargaon

Dear, Gavhale Amol Harishchandra

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 **21/09/2017**(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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

S.S.G.M College

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:

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


Principal
S. S. G. M. College
Koparagondla

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: .. Gavhale Amol Harishchandra

Signature

Date: 15/09/2017

Approved By



Accepted by

Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

S.S. College
Mysuru

Employee Name: - Gaware Atul Babasaheb
Place: Kopargaon

Dear, Gaware Atul 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 **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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S S G College
Kopargaon

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:

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


Principal

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

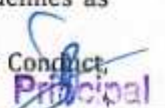
- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions 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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CIN: U74120KA2008PTC046330


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S. S. Srinivas
Kopargau

- (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: .. Gaware Atul Babasaheb

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal
S.S.G.M. Kulkarni
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Ghare Sanjay Sainath
Place: Kopargaon

Dear, Ghare Sanjay Sainath

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **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 as found for your position and the Company approves the same in writing.

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CIN: U74120KA2008PTC046330

S.S. Srinivasa
Kopargaon
Principal

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.G.M. College
Kopergaon

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause Two (2) above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046339

- (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: .. Ghare Sanjay Sainath

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Ghaytadkar Sachin Dattatray

Place: Kopargaon

Dear, Ghaytadkar Sachin Dattatray

Sub: LETTER OF TERMS & CONDITIONS.

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

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

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S.S.G. Golego
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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- 3.2 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:


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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;


Principal

RuralShores Business Services Pvt Ltd

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CIN: U74120KA2008PTC046330

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Kupargawadi

- (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: .. Ghaytadkar Sachin Dattatray

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: - Ghuge Yogesh Chandrabhan

Place: Kopargaon

Dear, Ghuge Yogesh Chandrabhan

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.

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Kopargaon

complete knowledge transfer has been made by you to the Company or a suitable replacement is found for your position and the Company approves the same in writing.

- 2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company 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:


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- 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;


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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.
- (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: .. Ghuge Yogesh Chandrabhan

Signature

Date: 04/06/2017

Approved By



Accepted by


Principal

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

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S.S.G.M College

Employee Name: - Giri Krushna Vijay

Place: Kopargaon

Dear, Aher Akshay Vinayak

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 **21/09/2017**(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 any  Principal

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

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: .. Giri Krushna Vijay

Signature

Date: 15/09/2017

Approved By



Accepted by


Principal

S S G M College
Koparjauhi

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

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Employee Name: - Gulve Shivnath Raghunath
Place: Kopargaon

Dear, Gulve Shivnath Raghunath

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 **12/09/2017**(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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Kopargaon

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:


Principal

S.S.G.M College
Koparguon

RuralShores Business Services Pvt Ltd

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

- 6.1 Notwithstanding anything contained clause Two (2) above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;

Principal

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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.
- (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: .. Gulve Shivnath Raghunath

Signature

Date: 10/09/2017

Approved By



Accepted by

Principal

S.S.G.M. College
Kopalgauw

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