

DIKSHANT

Enterprises

Franchise of
DiSHA Computer Institute

DIKSHANT
Enterprises

Date - 1st Dec 2018

TO WOM IT MAY CONCERN

This letter intends to confirm that Mrs. Banbhery Kanchan Kailas is Regular Employee of this organization. She is joined this company from the date Dec 2018 as an Trainer Any queries in this regards will be entertained on requests.

"A Step To Move Your Career In Right Direction"



DiSHA Computer Institute

Branch Manager

2nd Floor Vedika Shoppe Building Near Dr Unde Hospital
kopargaon-423601

2nd Floor Vedika Shoppe Building
Near Dr. Unde Hospital kopargaon-423601
Contact - 8007031769


Principal
S.S.G.M. College
Kopargaon

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DIKSHANT

Enterprises

Franchise of
DiSHA Computer Institute

DIKSHANT
Enterprises

Date - 18th Aug. 2018

TO WHOM IT MAY CONCERN

This letter intends to confirm that Mrs. Adik Manjiri Balasaheb is Regular employee of this organization. She is joined this company from the date August 2018 as an Accountant. Any queries in this regard will be entertained on request.

"A Step To Move Your Career In Right Direction"



DiSHA Computer Institute


Branch Manager

2nd Floor Vedika Shoppe Building Near Dr Unde Hospital
kopargaon-423601

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Contact - 8007031769


Principal
S.S.G.M. College
Kopargaon

39A - 15
2018-19

2

RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER

Outward No.H.Edn./14709
Date:-01/12/2018

To,
SAMPAT BABURAO AHER. M.A.
Yesgaon City: Kopergaon, Tehsil: Kopergaon, Dist:
Ahmednagar, Pin: 423601 State: Maharashtra
Mob. :9503977853
Email : sampataher34@gmail.com

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You have been appointed as Assistant Professor in Marathi (FOR P.G.) in Rayat Shikshan Sanstha's Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopergaon, Dist-Ahmednagar on CHB basis w.e.from 02/12/2018 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 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.

संपत बाबुराव अहेर
37



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

Copy for information & necessary action.

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

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

संपत बाबुराव अहेर

S. S. G. M. College*, Kopergaon
Inward No. 1114
Date-4/1/2019

[Signature]
4-1-19

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

Employee Name: - Abhale Sharad Bhausaheb
Place: Kopargaon



Dear, Abhale Sharad Bhausaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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: U74120KA2008PTC046330

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:

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


Principal
S.S.G.M.College
Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


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S. S. G. M. College
Kopergaon

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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: .. Abhale Sharad Bhausaheb

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

Employee Name: - Abhale Sunayna Eknath
Place: Kopargaon



Dear, Abhale Sunayna 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 **20/09/2018**(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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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

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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

Principal

S.S.G.M. College
Kopargaoan

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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: .. Abhale Sunayna Eknath

Signature

Date: 18/09/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Admane Ajay Jairam
Place: Kopargaon



Dear, Admane Ajay Jairam

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

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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:

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

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

www.ruralshores.com

CIN: U74120KA2008PTCD046330


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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: .. Admane Ajay Jairam

Signature

Date: 10/10/2018

Approved By



Accepted by


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Kopargaon

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Employee Name: - Ambhore Pandharinath Shriram
Place: Kopargaon

Dear, Ambhore Pandharinath Shriram

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 **15/09/2018**(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

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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 to


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

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: Ambhore Pandharinath Shriram

Signature

Date: 10/09/2018

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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2018-19

(11)

SUMEEY
Facilities Limited

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FORM X (Rule 57)
IDENTITY CARD



Name Akash Uttam Arde
Emp Code Attendant
D.O.J. 11/17/14 D.O.B. 25/7/95
Desig Attendant
Mob No. 91260987480

Addressed Sign:

SUMEEY FACILITIES LIMITED
"Sunset House" Plot No 64/21 D-II Block MIDC
Chinchwad Pune - 19 Tel: 020-2749025 INDIA

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Kopergaon



B.S.C

Msc II 2018-19
12

सेन्टर फॉर मेटिरियल्स फॉर इलेक्ट्रॉनिक्स टेक्नोलॉजी (सी-मेट)

(वैज्ञानिक संस्था, इलेक्ट्रॉनिक्स और सूचना प्रौद्योगिकी मंत्रालय, भारत सरकार)

पंचवटी, ऑफ डॉ. होमी भाभा मार्ग, पाषाण, पुणे - ४११ ००८, भारत.

CENTRE FOR MATERIALS FOR ELECTRONICS TECHNOLOGY (C-MET)

(Scientific Society, Ministry of Electronics & Information Technology (MeitY) Govt. of India)

Panchwati, Off. Dr. Homi Bhabha Road, Pashan, Pune - 411 008, INDIA.

Tel. : +91-020-2589 8390, 2589 9273, 2589 8141

Fax : +91-020-2589 8180 / 2589 8085

E-mail : cmetp@cmet.gov.in

Web : http://www.cmet.gov.in

PN/ADM/RST/008/2018

03/09/2018

To,

Shri Vijay B. Avtade,
At. Post. Pohegoan,
Tal: Kopargoan,
Dist: Ahmed Nagar,
Pin Code - 423 605.

Sub: Offer of Appointment as Project Assistant - II in C-MET, Pune

Sir,

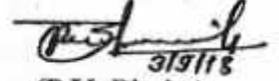
You are hereby offered a project post of Project Assistant - II in C-MET, Pune on contract basis in the project entitled "Engineering of a Q-dot Based Solar Radiation Harvester for Enhanced Water Evaporation and Nano Filtration" (PN/SP/070) funded by The Royal Society of London (UK) for an initial period of 1 (one) year and extendable on year to year basis depending on the performance or co-terminus with the project whichever is earlier from the date of your joining C-MET.

2. Your appointment is purely temporary and liable to termination at any time without any reason being assigned therefore.
3. No travelling allowances will be paid for reporting duty.
4. Your appointment will be subject to the production of Documentary proof in respect of your date of birth and other certificates.
5. Your appointment is subject to execution of the agreement enclosed herewith. The appointment is presently on provisional basis pending the completion of formalities, such as Character and Antecedents (C&A) verification and Medical Examination/Fitness from a prescribed medical authority, if not already completed. On receipt of satisfactory reports from the prescribed authorities in the above matters, the appointment would be converted from provisional to project appointment retrospectively i.e. from the day you join C-MET, Pune


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6. You are entitled to draw Rs. 10,000/- + HRA @ 24% = Rs. 12,400/- (Rupees Twelve Thousand Four Hundred Only) as consolidated salary per month. In addition to this, you will be entitled for medical reimbursement of one month's remuneration per year on pro-rata basis for yourself and your dependents during the period of your contract appointment.
7. (a) You will disclose fully to the C-MET or to any person the C-MET may direct you, the progress of any investigation made by you from time to time.
- (b) You will hold the results of all investigations made by you while in service and all results obtained by you in any research connected with these investigations within three years of the terminations of your service in trust for the C-MET and disclose a full and complete description of the nature of your inventions and the mode of performing the same.
- (c) You may publish results of any investigation entrusted to you with the prior approval of the Director, C-MET, Pune.
- (d) The inventions shall, until a period of three years, from the date of the termination of your service, be the property of the C-MET and you shall, whenever required, at the expense of the C-MET join the C-MET or any person the C-MET may direct you to join in applying for letters patent in India and/ or all other countries for the invention and/ or any such improvements. You shall assign the inventions and improvements and execute all documents necessary to vest this invention in any person appointed by the C-MET in its absolute discretion.
8. Before completion of your initial appointment of one year, your work will be assessed by a Committee consisting of Scientist, C-MET and the Project Leader under whom you will work in this laboratory, and an outside Expert of the rank of Professor of a university in the relevant field and upon satisfactory report of the committee only your contract will be extended.
9. You shall present quarterly reports on the progress of your work through your Project Leader to the Director, C-MET.
10. You are entitled to Casual leave 8 days in a year and 10 days of leave per year with full pay on medical grounds for hospitalization to be supported by medical certificate. No any other facility is provided like medical assistance/ facility etc.
11. In regard to any other matter not specifically covered in the foregoing paragraphs, you will be governed by the rules and orders applicable to similar employees of C-MET.
12. If the above offer is acceptable to you, you may please intimate your willingness to the undersigned on or before 07/09/2018 and report for duty at the earliest, but not later than 10/09/2018.

Yours faithfully,



(P.V. Bhoite)

Administrative Officer (Acting)

Encl : Attestation Form – 3 sets to be filled and brought at the time of joining.

Copy to :-

3. Personal file
4. Master file of appointment.
3. Finance division



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Centre for Materials for Electronics Technology

(Scientific Society, Ministry of Electronics & Information Technology, Govt. of India)
Panchawati, Off Pashan Road, Pune - 411 008


PN/ADM/SPP/1411/2018

12/09/2018

OFFICE ORDER

Shri Vijay Balasahab Autade* is hereby appointed as Project Assistant for the project entitled "Engineering of a Q-dot Based Solar Radiation Harvester for Enhanced Water Evaporation and Nano Filtration" (PN/SP/070) funded by The Royal Society of London (UK) project with forenoon of 06/09/2018 on a consolidated remuneration of Rs. 10,000/- + HRA @ 24% = Rs. 12,400/- (Rupees Twelve Thousand Four Hundred only) as consolidated salary per month.

His appointment for the project shall be governed as per the terms and conditions laid down in the offer of appointment letter No. PN/ADM/RST/008/2018 dated 03/09/2018. Present tenure of appointment shall be up to 05/09/2019.


(P.V. Bholte)
Administrative Officer (Acting)

To:

Shri Vijay Balasahab Autade,
Project Assistant,
C-MET, Pune.

Copy to:

1. Finance Officer, C-MET, Pune
2. Recruitment file.
3. Notice Board.

Along with copy of offer of appointment and agreement signed.

* He shall report to Dr. B.B. Kale, Director (AV Scientist 'G') as Principal Investigator.





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18-19



Offer Letter for Paid Intern

Name: Shrikant Maniyar Aware

Date: 22/03/18

Dear

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 01st Nov 2018 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 18. However, your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

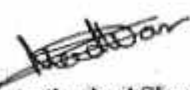
During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

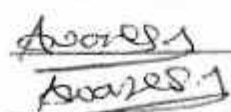
For Macleods Pharmaceuticals Ltd.



Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.



Mr./Ms.

**MACLEODS
PHARMACEUTICALS
LIMITED**

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
QIN : U24239MH11989PLC052049


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Mumbai

435

PROPOSED SALARY STRUCTURE (MSC / B.PHARMA)	
NAME :	
DESIGNATION :	
DEPARTMENT :	
LOCATION :	SARIGAM PLANT

SALARY BREAK-UP
MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	8500	102000
HRA	425	5100
EDU. ALLOW	500	6000
TRANSPORT	300	3600
CCA	100	1200
PPA	175	2100
TOTAL :	10000	120000

RETIRALS BENEFITS		
EMPLR PF	1020	12240
TOTAL :	1020	12240

TOTAL SALARY PER MONTH	11020
TOTAL SALARY PER ANNUM	132240

ACCEPTED BY : *[Signature]*
DATE : 22-3-18
PLACE : Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
* are Quaterly Reimbursement and
** are Annual Reimbursement



Employee Name: - Aware Rohit Nivrutti
Place: Kopargaon

Dear, Aware Rohit Nivrutti

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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

S.S.G.M.College
Kopargaon

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

3. DUTIES AND OBLIGATIONS

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

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

S.S.G.M.College
Kopergaon

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: .. Aware Rohit Nivrutti

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S.S.G.M.College
Kopargaon

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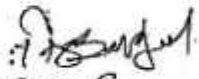
PROPOSED SALARY STRUCTURE (MSC / B.PHARMA)	
NAME :	Mr. Nishh Bangal
DESIGNATION :	Procuree
DEPARTMENT :	QC
LOCATION :	SARIGAM PLANT


SALARY BREAK-UP MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	8500	102000
HRA	425	5100
EDU. ALLOW	500	6000
TRANSPORT	300	3600
CCA	100	1200
PPA	175	2100
TOTAL :	10000	120000

RETIRALS BENEFITS		
EMPLR PF	1020	12240
TOTAL :	1020	12240

TOTAL SALARY PER MONTH	11020
TOTAL SALARY PER ANNUM	132240

ACCEPTED BY : 
DATE : 22/03/18
PLACE : Kalergam

APPROVED BY : 

Note : Reimbursement Payment
* are Quaterly Reimbursement and
** are Annual Reimbursement


Principal
SARIGAM PLANT
KALBERGAM

Employee Name: - Bhagwat Pramod Uttam
Place: Kopargaon



Dear, Bhagwat Pramod Uttam

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 **15/09/2018**(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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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


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

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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: Bhagwat Pramod Uttam

Signature

Date: 10/09/2018

Approved By



Accepted by


Principal
S.S.G.M. College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330



विश्वास + सुरक्षितता = समता



4

ड. ०७

१३-१७

समता

नागरी सहकारी पतसंस्था

जा.क्र.समता/एच.आ./२०१८-१९/२८८८

दि.०७/१२/२०१८

प्रति,

सौ.श्वेता निखील भंडांगे
मु.पो.शारदानगर.कोपरगांव
जि.अहमदनगर
मो.नं.८७६६९२२५४५

१८-१९
२०

विषय- 'अस्थायी क्लर्क' पदावर नेमणुकीबाबत.

- १) दि.२० व २१ नोव्हेंबर २०१८ रोजीच्या दैनिक लोकमत, सकाळ वृत्तपत्रातील जाहीरातीनुसार दि.०३/१२/२०१८ रोजीच्या मुलाखतीनुसार व दि.६/१२/२०१८ रोजीच्या फेर मुलाखतीनुसार आपली या संस्थेच्या कोपरगांव शाखेत वरील पदावर दि.१०/१२/२०१८ पासून खालील अटीवर हंगामी नेमणूक करण्यांत येत आहे.
- २) आपली अस्थायी कर्मचारी म्हणून नेमणूक करण्यात आली आहे.
- ३) आपणास दरमहा एकत्रीत वेतन रु.५,५००/- (अक्षरी रुपये पाच हजार पाचशे मात्र) दिले जाईल.
- ४) सेवा कालावधीमध्ये आपल्या दरमहा पगारातून १०% रक्कम सिक्युरिटी डिपॉझिट ३ वर्षांपर्यंत कपात केली जाईल. सदर रकमेवर संस्थेच्या नियमानुसार व्याज दिले जाईल. ३ वर्षांच्या आत आपण नोकरी सोडल्यास ही रक्कम आपणास परत मिळणार नाही, परंतु तीन वर्षांच्या सेवेनंतर आपणास ही रक्कम व्याजासह परत केली जाईल.
- ५) सेवा कालावधीमध्ये आपल्याकडे सोपविलेल्या व आपण केलेल्या कामाची तसेच कामकाजात गोपनीयता राखण्याची जबाबदारी आपली राहिल.
- ६) पतसंस्थांच्या नियमांचे पालन आपणास करावे लागेल.
- ७) आपणास हंगामी कालावधीत रजा पुर्व परवानगीने बिनपगारी दिली जाईल.
- ८) सेवा कालावधीत आपले काम समाधानकारक न आढळल्यास सदरचा कालावधी संपण्यापुर्वी आपणास सेवेतून मुक्त करण्यात येईल, किंवा सदरचा कालावधी वाढविण्याचा हक्क पतसंस्थेने राखून ठेवलेला आहे.

..२..

Principal
S.S.G.M.College
Kopergaon

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

कोपरगांव | शिर्डी | राहाता | श्रीरामपूर | येवला | पुणे | गांधी चौक (कोपरगांव) | नाशिक रोड | अहमदनगर | वैजापूर | राहुरी | नांदेड | औरंगाबाद

Reg. No. ANR / KPG / RSR / (CR) / 651 / 86



Employee Name: - Bhokare Rupesh Ravsaheb
Place: Kopargaon

Dear, Bhokare Rupesh Ravsaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **20/09/2018**(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: 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


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

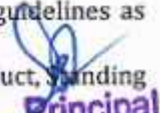
- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions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

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Bhokare Rupesh Ravsaheb

Signature

Date: 18/09/2018

Approved By



Accepted by


Principal
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Kopargaon

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

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Employee Name: - Bhokare Viki Machhindra
Place: Kopargaon

Dear, Bhokare Viki Machhindra



Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

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: .. Bhokare Viki Machhindra

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S.S.G.M.College
Kopergaon

RuralShores Business Services Pvt Ltd

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

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Employee Name: - Bhokare Vishal Prabhakar
Place: Kopargaon

Dear, Bhokare Vishal Prabhakar

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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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.

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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


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Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

S.S.G.M. College
Kopergaon

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: .. Bhokare Vishal Prabhakar

Signature

Date: 10/10/2018

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: - Bhosale Ravindra Bhausaheb
Place: Kopargaon



Dear, Bhosale Ravindra Bhausaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **20/09/2018**(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
Kopergaon

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:

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

- (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: .. Bhosale Ravindra Bhausheeb

Signature

Date: 18/09/2018

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

Premium Tools Pvt. Ltd.

115/116, MIDC, Satpur, Nashik - 422 007. Maharashtra (INDIA)
Ph.: 0253 - 2350665, 2407600. Fax : 0253 - 2351246.
www.premiumtools.co.in e-mail : info@premiumtools.co.in

2018-19 mcom-II

CIN : U27300MH1989PTC052016

25

May 10, 2017

To,
✓ Mr. Pranav P Bhusare,
Nashik.

Sub: Offer Letter for Management Trainee

Dear Mr. Pranav,

With reference to the interview on dated 10.07.2017. We take pleasure in offering you the position of Management Trainee in Packing and despatch department.

A basic stipend of Rs.10000/- (in hand) per month will be paid to you during the training period of initial one year.

The said offer shall be governed by under mentioned terms and conditions.

Your joining location will be Nashik (Maharashtra).

Experience letter will not be issued in case the candidate leaves the organisation within a period of one year.

Based on fulfilling and accepting the above condition, we will consider your employment in our organisation and you are expected to join latest by 01.06.2017.

Please inform your consent within time before the joining date as mentioned above, if you fail to report within the time prescribed herein, this offer will stand cancelled or withdrawn.


After successful completion of the Training period of one year, a new basic Salary may be negotiated individually, taking the skills / performance into account.

We at Premium Tools Pvt. Ltd., wish you success and look forward to you for having a long and rewarding career with us.

Please sign and return the duplicate hereof as a token of your acceptance.

Thanking you.

Yours truly,
For Premium Tools Pvt. Ltd.


Ritesh R Gulve
Manager-Personnel & Admin.

Received & accepted


Mr. Pranav P Bhusare


Principal
S.S.G.M. College
Kopergaon

Employee Name: Bide Gauttam Baburao
Place: Kopargaon

Dear, Bide Gauttam Baburao

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal

S.S.G.M College
Kopargaon

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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

S.S.G.M.College
Koparion

RuralShores Business Services Pvt Ltd

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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: .. Bide Gauttam Baburao

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

377

PROPOSED SALARY STRUCTURE (MSC / B.PHARMA)	
NAME :	Mr. Ganesh Borage
DESIGNATION :	Trainee
DEPARTMENT :	DC
LOCATION :	SARIGAM PLANT

SALARY BREAK-UP
MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	8500	102000
HRA	425	5100
EDU. ALLOW	500	6000
TRANSPORT	300	3600
CCA	100	1200
PPA	175	2100
TOTAL :	10000	120000

RETIRALS BENEFITS		
EMPLR PF	1020	12240
TOTAL :	1020	12240

TOTAL SALARY PER MONTH	11020
TOTAL SALARY PER ANNUM	132240

ACCEPTED BY : *[Signature]*
DATE : 22/3/2018
PLACE : Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
* are Quaterly Reimbursement and
** are Annual Reimbursement

Employee Name: - Chandgude Hemant Balasaheb
Place: Kopargaon



Dear, Chandgude Hemant 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 **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal

S.S.G.M College
Kopargaon

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CIN: U74120KA2008PTC046330

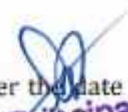
- 2.5 If your actions at any time constitute a serious breach of Company's standards of behaviour in spite of receiving notice from the Company to rectify the same either verbally or in writing, Company shall terminate your employment with immediate effect without any notice or payment in lieu thereof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


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Chandgude Hemant Balasaheb
10/10/2018

Signature

Date:

Approved By



Accepted by


Principal
S. S. G. M. College
Kopargaoan

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Employee Name: - Charmal Shrikant Arun
Place: Kopargaon

Dear, Charmal Shrikant Arun

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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 termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or entice away


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Kopargauh

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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S.S.G.M. College
Kopargaoon

- (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: .. Charmal Shrikant Arun

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Koparkera

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Chaudhari Vinod Sahebrao
Place: Kopargaon

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Dear, Chaudhari Vinod Sahebrao

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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.

(Signature)
Principal
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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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3.1 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.

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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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- (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.

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

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

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 Vinod Sahebrao

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopergaon



Employee Name: - Chavan Anjali Kiran
Place: Kopargaon

Dear, Chavan Anjali Kiran

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 **15/09/2018**(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


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

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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S.S.G.M. College
Kopargaoon

- (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 Anjali Kiran

Signature

Date: 10/09/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopergaon

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2018-19

455



22

Date: 22/03/18

Mr./Ms. Ganesh Bhauddan Charan

Dear Mr./Ms.

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **TRAINEE** in our **QC** department in our organization at our Sonigam terms and conditions mutually agreed between us.

You shall report to the Company for commencing your employment on 02nd Jan 2019. You will go through **internship program of two months duration before joining**. In case you don't successfully complete the interaship program, this offer will stand cancelled.

We will issue you regular appointment letter with details after your joining. You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Certificates in support of date of birth.
- iv) PAN Card and AADHAR Card Copy.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

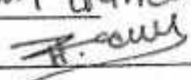
With best regards.

For Macleods Pharmaceuticals Ltd.


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on _____

Mr./Ms. Charan Ganesh B.


MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 054, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH11989PLC052049


Principal
B.S.G.M.College
Kopergaon

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Offer Letter for Paid Intern

Name: Ganesh Bhanudas Charan

Date: 22/03/18

Dear

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 01st Nov 2018 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 2018. However, your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.


With best regards.

For Macleods Pharmaceuticals Ltd.


Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.


Mr./Ms. Charan Ganesh Bhanudas

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Lee's Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customer@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049


Principal
B.S.G.M.College
Kopergaon

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PROPOSED SALARY STRUCTURE (MSC / B.PHARMA)	
NAME :	Mr. Ganesh Bhanudas Chauhan
DESIGNATION :	Trainee
DEPARTMENT :	QC
LOCATION :	SARIGAM PLANT

SALARY BREAK-UP
MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	8500	102000
HRA	425	5100
EDU. ALLOW	500	6000
TRANSPORT	300	3600
CCA	100	1200
PFA	175	2100
TOTAL :	10000	120000


RETIRALS BENEFITS		
EMPLR PF	1020	12240
TOTAL :	1020	12240

TOTAL SALARY PER MONTH	11020
TOTAL SALARY PER ANNUM	132240

ACCEPTED BY : Chauhan Ganesh Bhanudas

DATE : 22/3/2018

PLACE : S.S.G.M. Kopeegaon

APPROVED BY : 

Note : Reimbursement Payment
* are Quaterly Reimbursement and
** are Annual Reimbursement.


Principal
S.S.G.M. College
Kopeegaon

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2018-17

393

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Date: 22/03/18

Mr./Ms. Amar Manuti Chinchpuro

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our ADL APT Department based at R&D on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/2018.

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd, India

Authorized Signatory,

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 1-06-2018

Mr./Ms. Chinchpuro Amar Manu

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
LIN : U24237MH1989PLC052049

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PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA)	
NAME :	Mr. Amar Manvi Chinchpure
DESIGNATION :	TRAINEE
DEPARTMENT :	ADL - API
LOCATION :	R&D CENTER

SALARY BREAK-UP MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	9200	110400
HRA	460	5520
EDU. ALLOW	1800	21600
TRANSPORT	300	3600
CCA	100	1200
PPA	140	1680
TOTAL :	12000	144000
RETIRALS BENEFITS		
EMPLR PF	1104	13248
EMPLR ESIC	570	6840
TOTAL :	1674	20088

TOTAL SALARY PER MONTH	13674
TOTAL SALARY PER ANNUM	164088

ACCEPTED BY : Chinchpure Amar Manvi APPROVED BY :
DATE : 22/03/2018
PLACE : Kopergaon.

Amar

K. Manvi

Note : Reimbursement Payments
* are Quarterly Reimbursement and
** are Annual Reimbursement


Principal
S.S.G.M. College
Kopergaon



2018-19

RUSSELL TOBIN

Date: 30-May-2022

Mr. Vishal Chavhan,

Shri Saishraddha housing,
society behind Keys hotel,
Shirdi,
Rahata - 423107.

Appointment Letter

Dear Mr. Vishal Chavhan,

We take pleasure in appointing you as "Analyst" with Russell Tobin Associates Staffing Solutions India Private Limited to work for our client, BNY Mellon. You will be based in Pune, effective 21-Mar-2022 as per the following terms and conditions:

1. Placement & Compensation

Your appointment will be to work for our Client BNY Mellon at their Pune location, your employment period will be governed by the end client's assignment specifications wherein, any changes to the assignment duration communicated by the client will be notified by us, in writing. You will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A" given to you along with your offer letter*. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter. This appointment is subject to your successful clearance of the applicable client and/or Russell Tobin Associates Staffing Solutions India Private Limited background screening requirements if any and can be revoked with immediate effect upon failure of background screening.

2. Salary revision

Your salary will be reviewed based on your performance and the decision of the client applicable at that point of time. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and approvals from the client.

3. Period of employment

During the period of your employment in the Company, you should not engage yourself in any endeavour or activity, which conflicts with the interest and business of the Company and/or its client. You should declare your interest, if any, financial or otherwise in any Company/Firm or other individual that have dealings with us and our client in any capacity. In the event of your acquiring or becoming interested in future in such a Company/Firm or individual, you should immediately thereafter disclose the nature and extent of your interest.


Principal
S.S.G.M. College
Kopergaon

ANNEXURE: COMPENSATION DETAILS (Salary & applicable benefits)

Your total salary / CTC will be ₹300000 per annum.

Name : Vishal Chavhan		Emp. ID: BY0119
Designation : Analyst		
Heads	Per Month	Per Annum
Basic	13426	161112
HRA	6960	83520
Advance Statutory Bonus	2685	32220
Special Allowance	129	1548
Gross	23200	278400
PF Employer	1800	21600
CTC Amount	25000	300000
Note: Take home salary will be different from above provided information due to deduction of statutory dues from the gross income, as applicable.		

For Russell Tobin Associates Staffing Solutions India Private Limited

SRIVATHSAN

BALASUBRAMANIAN

Digitally signed by SRIVATHSAN
BALASUBRAMANIAN
Date: 2022.05.30 19:20:19 +05'30'

Authorized Signatory

Declaration by the Consultant

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same

(Signature and Date)



Principal
S.S.G.M.College
Kopargaon

Employee Name: - Chine Mahesh Balasaheb
Place: Kopargaon

Dear, Chine Mahesh 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 **13/10/2018**(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: 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 entice away any employee or client of the Company.


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

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

- (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 Mahesh Balasaheb

Signature

Date: 10/10/2018

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



14
201819
Om Shantidham Seva Sanstha's (Regd.)
M. G. Patil Jr. College

मनकर्णिका जी पाटील विज्ञान
ए वारिन्स कॉलेज महाविद्यालय
निचोव, ता. राहता, जि. अहमदनगर

Eng. Medium
Nighoj, Shirdi, A. Nagar
(Govt. Recognised)

Ref. : 104/2018-19

2018-19
38

Date: 01 July 2019
MBC-II

Dear

Mr. Rahul K. Chino

I am pleased to inform you about
your selection and teaching job communication
for the post of Assistant prof. for biology/
for a level of Junior College with the effect
from 01 July 2019

I congratulate you and welcome you as
a member of all teaching and administration staff
of college. Now you are family member of
M.G. Patil Jr. College staff and I hope that
we together will work very hard to achieve
the goals of our college.

Yours faithfully,

PRINCIPAL
Mankarnika G. Patil Jr. College
Nighoj, Tal. Rahata, Dist. A. Nagar

Scanned by CamScanner

Principal
S.S.G.M. College
Kopergaon



Employee Name: - Chunale Mahesh Dnyandeo
Place: Kopargaon

Dear, Chunale Mahesh Dnyandeo

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal
B. S. G. M. College
Kopargaon

RuralShores Business Services Pvt Ltd

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

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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 termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or to


Principal
S.S.G.M. College
Kopargauin

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

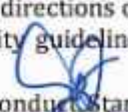
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal
S.S.G.M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CTN: U74120KA2008PTCD46330

- (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: .. Chunale Mahesh Dnyandeo

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S.S.G.M.College
Kopergaon

20
MA-15 12-19
12-19

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RAYAT SHIKSHAN SANSTHA, SATARA
APPOINTMENT LETTER

Outward No.H.Edn./14708
Date:-01/12/2018

To,
RAOSAHEB MACHHINDRA DAHE, M.A SET
AP Dauch Bk City: Kopergaon, Tehsil: Kopergaon,
Dist: Ahmednagar, Pin: 423601 State: Maharashtra
Mob. :9589746391
Email : raosahebdahe@gmail.com

You have been appointed as Assistant Professor in Marathi (FOR P.G.) in Rayat Shikshan Sanstha's Shri Sadguru Gangageer Maharaj Science, Gautam Arts & Sajivani Commerce College, Kopergaon, Dist-Ahmednagar on CHB basis w.e.from 02/12/2018 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 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.



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

Copy for information & necessary action.

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

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

S. S. G. M. College, Kopergaon

Inward No. 1142

Date: 11/12/18

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

Employee Name: - Dalvi Shivnath Popatrao
Place: Kopargaon

Dear, Dalvi Shivnath Popatrao



Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal
S.S.G.M. College
Kopargaon

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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

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330


Principal
S.S.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: .. Dalvi Shivnath Popatrao

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon



विश्वतः + सुरक्षितता = समता

Geo

B.A. 2019-20

7



M4 II
2018-19

समता
नागरी सहकारी पत्रसंस्था

जा.कं.समता/एच.ओ/२०१९-२०/१३८५

दि.१९/०८/२०१९

नेमणूकीचा आदेश

प्रती,

श्री रवींद्र तात्याबा दराडे
मु.सोनारी पो.रवंदे
मो-७७५८९७५४०९

18-19
42

विषय- 'अस्थायी लिपिक पदावर नेमणूकीबाबत

- १) दि.२४/०७/२०१९ व दि ०७/०८/२०१९ रोजीच्या दैनिक लोकमत, सकाळ, वृत्तपत्रावरील जाहिराती- नुसार दि.१८/०८/२०१९ रोजीच्या मुलाखतीनुसार आपली संस्थेच्या मुख्य शाखेत वरील पदावर दि.१९/०८/२०१९ पासून खालील अटीवर हंगामी नेमणूक करण्यात येत आहे.
- २) आपली अस्थायी कर्मचारी म्हणून नेमणूक करण्यात आली आहे.
- ३) आपणास दरमहा एकत्रित वेतन रु.७,०००/- (अक्षरी रुपये सात हजार मात्र) दिले जाईल.
- ४) सेवा कालावधीमध्ये आपल्या दरमहा पगारातून १०% रक्कम सिक्युरिटी डीपॉझिट ३ वर्षांपर्यंत कपात केली जाईल.सदर रकमेवर संस्थेच्या नियमानुसार व्याज दिले जाईल.३ वर्षांच्या आत आपण नोकरी सोडल्यास हि रक्कम आपणास परत मिळणार नाही.परंतु तीन वर्षांच्या सेवेनंतर आपणास हि रक्कम व्याजासह परत केली जाईल.
- ५) सेवा कालावधीमध्ये आपल्याकडे सोपविलेले व आपण केलेल्या कामाची तसेच कामकाजात गोपनीयता राखण्याची जबाबदारी आपली राहिल.
- ६) पत्रसंस्थेच्या नियमांचे पालन आपणास करावे लागेल.
- ७) आपणास हंगामी कालावधीत रजा पूर्व परवानगीने दिवसगारी दिले जाईल.
- ८) सेवा कालावधीत आपले काम समाधानकारक न आढळल्यास सदरचा कालावधी संपण्यापूर्वी आपणास सेवेतून मुक्त करण्यात येईल,बिना सदरचा कालावधी वाढविण्याचा हक्क पत्रसंस्थेने राखून ठेवलेला आहे.

P.T.O.

Principal
S.S.G.M.College
Kopargao

-2-

मुख्य कार्यालय - पोस्ट बॉक्स नं.१०, समता मार्ग, कोपरगाव - ४२३६०९, टेलिफोन : (०२४२२) २२५५५५ (५ लाईन).

E-mail : info@samatapet.com | Website : www.samatapet.com



Employee Name: - Davange Siddarth Bhausaheb
Place: Kopargaon

Dear, Davange Siddarth Bhausaheb

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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
Kop-

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTCO46330

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 termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or entice away any


Principal
S.S.G.M. College
Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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

Principal
S.S.G.M.College
Kopargaoan

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: .. Davange Siddarth Bhausahab

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon



2018-19
44

B.Sc

2020-21

Deepakrao Rokade <deepakraorokade@gmail.com>

Fwd: E3_Education Verification_Krushna Baluba Dawange_1583-006614_Shri Sadguru Gangageer Maharaj Science ,Gautam Arts and Sanjivani Commerce College-19488106

1 message

Principal SSGM <ssgmcoll.kop@gmail.com>
To: Deepakrao Rokade <deepakraorokade@gmail.com>

Thu, Jul 8, 2021 at 1:10 PM

----- Forwarded message -----

From: <qualification.check@authbridge.co.in>

Date: Thu, Jul 8, 2021 at 12:57 PM

Subject: E3_Education Verification_Krushna Baluba Dawange_1583-006614_Shri Sadguru Gangageer Maharaj Science ,Gautam Arts and Sanjivani Commerce College-19488106

To: <ssgmcoll.kop@gmail.com>

??

To,

Dear Sir / Madam,

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.

DETAILS		VERIFICATION (YES/NO)
Candidate Name	Krushna Baluba Dawange	yes
Roll No./Registration No./ Enrollment No.	171604130	yes
Course/Qualification	Bachelor of Science	yes
Passing Year	2018	yes
Backlogs Status	Course completed(No Backlog)	yes
AuthBridge Reference Number	1583-006614	yes
Verifier Name (Person who is verifying Education Qualification)		
Verifier Designation	Principal S.S.G.M.Science,Gautam Arts Sanjivani Commerce College,Kopargaoon	

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.



B.S.C.

2020-21

Deepakrao Rokade <deepakraorokade@gmail.com>

Fwd: E4_Education Verification_Bapu Ramdas Khilari_1583-006603_Shri Sadguru Gangageer Maharaj Science ,Gautam Arts and Sanjivani Commerce College-19481711

Principal SSGM <ssgmcoll.kop@gmail.com>
To: Deepakrao Rokade <deepakraorokade@gmail.com>

Fri, Jul 9, 2021 at 10:43 AM

----- Forwarded message -----
From: <qualification_check@authbridge.co.in>
Date: Fri, Jul 9, 2021 at 9:07 AM
Subject: E4_Education Verification_Bapu Ramdas Khilari_1583-006603_Shri Sadguru Gangageer Maharaj Science ,Gautam Arts and Sanjivani Commerce College-19481711
To: <ssgmcoll.kop@gmail.com>

??

To,

Dear Sir / Madam,

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.

DETAILS		VERIFICATION (YES/NO)
Candidate Name	Bapu Ramdas Khilari	Yes
Roll No./Registration No./ Enrollment No.	1171703526	Yes
Course/Qualification	Bachelor of Science	Yes
Passing Year	2019	Yes
Backlogs Status	Course completed (No Backlog)	
AuthBridge Reference Number	1583-006603	
Verifier Name (Person who is verifying Education Qualification)		
Verifier Designation		

Principal

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,
Amod Giri ARS
Verifier/Candidate support Calling
918377904863

To,

Dear Sir / Madam,

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.

DETAILS		VERIFICATION (YES/NO)
Candidate Name	Bapu Ramdas Khilari	
Roll No./Registration No./ Enrollment No.	1171703526	
Course/Qualification	Bachelor of Science	

Principal
S.S.G.M.College
Kopergaon

1/5



Employee Name: - Dawange Shashikant Machhindra
Place: Kopargaon

Dear, Dawange Shashikant Machhindra

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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:**
- 4.1 You shall not, during the continuance of your employment with the Company or after the termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or


Principal
S.S.G.M. College
Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

- (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 Shashikant Machhindra

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

Employee Name: - Dawange Sunil Antu
Place: Kopargaon

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Dear, Dawange Sunil Antu

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **13/10/2018**(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

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
Konargaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

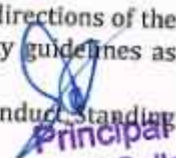
- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330


Principal
S.S.G.M. College
Kopergaon

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Dawange Sunil Antu

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330



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12-19

Muenzer Bharat Private Limited.

Office - 506/507, The Great Eastern Galleria, Plot No 20, Sector 4, Nerul, Navi Mumbai - 400706

T +91 22 27724718
E office@muenzer.in
W www.muenzer.in

Date: 10.09.2022

Dear Mr. Ganesh Deokar
Atreja Park, Row House No: 1,
Back of toyota showroom,
Pathardi Phata Wasan Nagar,
Nashik 422010

Subject: Confirmation as UCO Collection Associate

With Reference to the review of your performance during your period of contract dated 06.06.2022- 09.09.2022, We are delighted to inform you that your employment is being confirmed as UCO Collection Associate, effective 10.09.2022.

The position being offered to you is "UCO Collection Associate" at a monthly salary of INR 22,900/- per month (inclusive of fixed travel allowance of INR 4500/- per month), with an annual cost to company (CTC) INR 2,74,800. (Refer Annexure A)

This position reports to Mr. Mohan Shetty (Team Lead)

You shall be under probation for a period of Three months on commencement of your employment.

Please acknowledge your acceptance by signing this document.

We are confident you will be able to make a significant contribution to the success of Muenzer Bharat Private. Ltd. and look forward to working with you.

Warm regards,

Anuja P. Laghate
Digitally signed by Anuja P. Laghate
Date: 2022.09.26 16:29:44 +05'30'


Anuja Laghate
Human Resources
Muenzer Bharat Pvt. Ltd.

Acceptance:

Name: _____
Date: _____
Place: _____


Principal
S.S.G.M.College
Kopergaon

(Muenzer Bharat Pvt. Ltd.)
Annex A: UCO Collection Associate

1. Job title UCO Collection Associate	2. Rank Employee
3. Core Tasks <ul style="list-style-type: none"> • Concept Selling of National UCO Collection Mission of Muenzer Bharat • Meeting Food Business Operation • Participate in Events/Workshops / Exhibition like AHAR and other associations • Developing and maintaining database of the Vendors 	
4. Line Manager : Mohan Shetty – Team Lead	5. Employee also gets functional directives from: Business Manager
6. Directly subordinated employees None	7. Employee also gives functional directives to N/A
8. Substitute of: NA	9. Substituted by: NA
10. Special authorities None	
11. Duties of employee & responsibilities <ul style="list-style-type: none"> • Concept Selling of National UCO Collection Mission of Muenzer Bharat in The Food Business Operating Industry – Restaurants , Hotels, Canteens, Banquets etc. • Generate Leads through calls and contacts and follow up for the meetings. • Main Responsibilities Comprises of Concept Selling, New Client Acquisition, • Process and facilitate requests of the vendors for smooth functioning. • Converting prospects into contracts for collection of UCO. • To profile the prospects, understand their concerns and requirements and pitch solutions to generate leads, create business opportunities and develop new vendors. • Maintain regular follow-up and interaction with the identified prospects for proper and complete understanding of requirements, visiting the site, follow-ups with solutions regarding Pick up of UCO. • Build and promote strong and long-lasting interpersonal customer relationships with existing and new clients. • Developing and maintaining database as required. • Monitor the vendor service to viz contract renewals, handing of the certificates, ensure there is a proper follow up. • Job requires travelling in and around Mumbai for concept selling, getting contracts/ UCO collection 	
Place: _____ Date: _____ Anuja P. Laghate <small>Digitally signed by Anuja P. Laghate Date: 2022.09.26 18:30:39 +05'30'</small> Human Resources Ms. Anuja Laghate	Place: _____ Date: _____ Signature employee Mr. Abhijeet Chavan  Principal S.S.G.M.College Kopergaon

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2018-19

MACLEODS
PHARMACEUTICALS LIMITED

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Date: 22/03/18

Mr./Ms. Shivani Vasantao Deokar

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our ADL - API Department based at R & D Mumbai on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 03/06/18

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards,

For Macleods Pharmaceuticals Ltd, India



Authorized Signatory

Acceptance: Deokar S.V. Shivani

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 01-06-18

Mr./Ms. Deokar S.V. Shivani

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Ancheri-Kurta Road,
Ancheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
GN : U24239MH1989PLC052049



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PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA)	
NAME :	MS. Shikha Vasudrao Deokar
DESIGNATION :	TRAINEE
DEPARTMENT :	AOL - API
LOCATION :	R&D CENTER

**SALARY BREAK-UP
MONTHLY PAYMENTS**

	PER MONTH	PER ANNUM
BASIC	9200	110400
HRA	460	5520
EDU. ALLOW	1800	21600
TRANSPORT	300	3600
CCA	100	1200
PPA	140	1680
TOTAL :	12000	144000
RETIRALS BENEFITS		
EMPLR PF	1104	13248
EMPLR ESIC	570	6840
TOTAL :	1674	20088

TOTAL SALARY PER MONTH	13674
TOTAL SALARY PER ANNUM	164088

ACCEPTED BY : Deokar S.V. Shikha
 DATE : 22-3-18
 PLACE : Kopergaon

APPROVED BY :


Note : Reimbursement Payment
 * are Quarterly Reimbursement and
 ** are Annual Reimbursement

Employee Name: - Gade Nilesh Sopan
Place: Kopargaon

Dear, Gade Nilesh Sopan



Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "Apprenticeship", Commences from **13/10/2018**(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: 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 entice away any employee or to

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Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

RuralShores Business Services Pvt Ltd

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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: .. Gade Nilesh Sopan

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Gade Rahul Netaji
Place: Kopargaon

Dear, Gade Rahul Netaji



Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

RuralShores Business Services Pvt Ltd

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www.ruralshores.com

CIN: U74120KA2008PTC046330

Principal
S.S.G.M College
Kopargaon

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


Principal
S.S.M. College
Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

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: .. Gade Rahul Netaji

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTC046330

Employee Name: - Gaikwad Gaurav Manohar
Place: Kopargaon

54



Dear, Gaikwad Gaurav Manohar

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT


Your appointment as **"Apprenticeship"**, Commences from **13/10/2018**(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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Kopargaon

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CIN: U74120KA2008PTC046330

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

3. DUTIES AND OBLIGATIONS

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


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Kannur

- (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 Gaurav Manohar

Signature

Date: 10/10/2018

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: - Gavde Akshaykumar Machhindra
Place: Kopargaon

Dear, Gavde Akshaykumar Machhindra

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **15/09/2018**(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 in principal position and the Company approves the same in writing.


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Kopargaon

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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


Principal
S. S. G. M. College
Konaragodi

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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Kopergaon

RuralShores Business Services Pvt Ltd

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

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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: Gavde Akshaykumar Machhindra

Signature

Date: 10/09/2018

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: - Gawali Mayur Sanjay
Place: Kopargaon



Dear, Gawali Mayur 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 **13/10/2018**(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, ITPI Road, Hoodi, Whitefield, Bangalore - 560048

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:

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



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Kopargan

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


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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal
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Kopergaon

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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: .. Gawali Mayur Sanjay

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S.S.&M. College
Kopargaon

RuralShores Business Services Pvt Ltd

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www.ruralshores.com CIN: U74120KA2008PTC046330

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

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

Offer valid for the next 24 hours only

28th April 2020

Dear Pratiksha Gawali,

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

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

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

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

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

Date of Joining: 1st June 2020.

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

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

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

se refer Annexure - I for CTC break-up.

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

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

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

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

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

Annexure - I

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





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

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

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

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

Regards,



Sonia More



Employee: Pratiksha Gawali



Employee Name: - Gawali Pravin Bapurao
Place: Kopargaon



Dear, Gawali Pravin Bapurao

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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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CIN: U74120KA2008PTC046330

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

3. DUTIES AND OBLIGATIONS

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

4. NON-COMPETE AND NON-SOLICITATION:

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


Principal
S S G M College
Kopergaon

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

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

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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

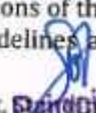
- 6.1 Notwithstanding anything contained clause **Two (2)** above, the Company shall be entitled to terminate the employment forthwith without any notice or compensation in lieu thereof, in the event of you:
- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions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

RuralShores Business Services Pvt Ltd

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www.ruralshores.com

CIN: U74120KA2008PTC046330


Principal
S.S.G.M. College
Kopergaon

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Gawali Pravin Bapurao

Signature

Date: 10/10/2018

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: - Gawali Sharad Balasaheb
Place: Kopargaon

Dear, Gawali Sharad 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 **13/10/2018**(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. & G.M. College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

- 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 employee, client, vendor, or other person of the Company.


Principal

S.S.M. College
Korangan

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal
S.S.G.M. College
Kopergaon

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

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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: .. Gawali Sharad Balasaheb

Signature

Date: 10/10/2018

Approved By



Accepted by


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Kopergaon

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

www.ruralshores.com CIN: U74120KA2008PTC046330

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Principal
S.S.G.M.College
Kopargaon



Employee Name: - Ghuge Nikhil Prakash
Place: Kopargaon

Dear, Ghuge Nikhil Prakash

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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


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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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

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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: .. Ghuge Nikhil Prakash

Signature

Date: 10/10/2018

Approved By



Accepted by


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S.S.G.M. College
Kopargon

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www.ruralshores.com CIN: U74120KA2008PTC046330

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APPOINTMENT LETTER

8 June, 2022

Dear **Akash Garud**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate Analyst** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 108000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **10 June, 2022** and You will join as a confirmed employee.

1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.


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7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.


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Kopergaon

It is understood that your date of joining **Wipro Limited**, will not be later than **10 June, 2022** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

**Yours faithfully,
For Wipro Limited.**



**Sandesh Kumar
General Manager - Talent Acquisition**

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Akash Garud



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

ANNEXURE I

Name	Akash Garud
Designation	Associate Analyst
Date Of Joining	10 June, 2022
Level	AA
Basic	108000
House Rent Allowance	54000
Bonus	21600
WBP	54058
PF	19423
Gratuity	5195
ESI	7724
Target Cost To Company (per Annum)	270000


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Kopargaon

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.


Principal
S.S.G.M.College
Kopargaon

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Akash Garud**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Akash Garud

Signature: E-Signature Signature


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

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Akash Garud**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Akash Garud

Signature: E-Signature Signature

Place: IN-MH-Pune

Date: E-Signature Date


Principal
S.S.G.M.College
Kopergaon

For more details please refer to the policies on [myWipro](#) > [App Store](#) > [Information](#) > [My Policies](#) > [India](#)



Employee Name: - Jadhav Akshay Prakash
Place: Kopargaon

Dear, Jadhav Akshay Prakash

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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.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  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.

RuralShores Business Services Pvt Ltd

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CIN: U74120KA2008PTC046330


Principal
S.S.G.M. College
Kopergaon

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Jadhav Akshay Prakash

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopangon



Employee Name: - Jadhav Govind Bhausahab
Place: Kopargaon

Dear, Jadhav Govind 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 **13/10/2018**(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 - 560043

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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.

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
Kobargan

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION


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

RuralShores Business Services Pvt Ltd

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

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Koranganahalli

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Jadhav Govind Bhausaheb

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S.S.G.M.College
Kopargaoan



Employee Name: - Jadhav Sudhir Damodar
Place: Kopargaon

Dear, Jadhav Sudhir Damodar

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 **15/09/2018**(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 termination of employment, directly or indirectly solicit or entice away or endeavor to


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Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

Principal
S.S.G.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: Jadhav Sudhir Damodar

Signature

Date: 10/09/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopergaon

VATSAL MODEL SCHOOL

A/P. POHEGAON, TAL. KOPARGAON, DIST. AHMEDNAGAR- 423 605 (M.S.) INDIA



LETTER OF INTENT

01st. June, 2018

To

Ms. Ashwini Sahebrao Jadhav,
A/P. Kopargaon, Tal. Kopargaon,
Dist. Ahmednagar 423 601

2017-18 B.A.

Dear Ashwini Sahebrao Jadhav,

Sub: Letter of intent as ASSISTANT TEACHER.

This has reference to your application and subsequent interview you had with us for the above mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to make an offer to you for the position of Assistant Teacher in Vatsal Model School.

You will be compensated with a monthly consolidated remuneration of Rs. 4500/- (Rupees Four thousand five hundred only) on probationary basis for one academic year subject to the following terms and conditions with immediate effect from 11/06/2018. Your compensation is confidential and if need arises, you may discuss it only with the Principal.

You will be governed by the rules and regulations of the school on all matters related to the place, time and nature of your work. You shall discharge the allotted duties honestly and diligently to the satisfaction of the Principal/Management of the Vatsal Model School.

You shall not give any room for complaints whatsoever in any respect during the tenure of services. You are required to sign a bond stating that you will continue with the school for minimum two years. You are required to produce the medical fitness and other necessary certificates at the time of joining.

The management reserves to itself the right of modifying, changing, adding and altering any of the above conditions, found necessary.

At the time of joining, please submit the following documents;

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card, Aadhaar Card and other testimonials.
2. Three recent passport size photographs with white background.
3. Proof of residence viz., copy of passport, or Election Commission Identity card or Aadhaar card.
4. Joining letter, relieving letter and salary certificate from your last employer in case you were employed.

Please return a copy of this letter duly signed in token of your acceptance of the offer. In case we do not receive your acceptance within two days from the date of this letter, this offer shall automatically stand withdrawn.

We welcome you to Vatsal Model School & wish you the very best in your career with us.

Sincerely,

Mahendra Nanasheb Rohamare



Employee Name: - Jadhav Vijay Kailas
Place: Kopargaon

Dear, Jadhav Vijay Kailas

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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.

(Signature)
Principal
S. S. G. M. College
Kopargaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com

CIN: U74120KA2008PTC046330

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

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

3. DUTIES AND OBLIGATIONS

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

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

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

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

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

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

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

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

4. NON-COMPETE AND NON-SOLICITATION:

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


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Kannur

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

7. JURISDICTION

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

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

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

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

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

ACCEPTANCE AND DECLARATION

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

Employee Name: .. Jadhav Vijay Kailas

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon

संमि. नं. महा/३६०/२०११/अ.पार

दि. २१-४-२०१५

ॐ साई एज्युकेशन सोसायटी, रवंदे

पो. रवंदे, ता. कोपगांव, जि. अहमदनगर - ४२३६०१



दि. 11/12/2015

EXPERIENCE CERTIFICATE

This is to certify that Miss Madhavi Nandakumar Jagdale was working as an assistant teacher in Om Sai Education Society's, "Goda-valley English Medium School" on temporary basis from 4th January 2012 to 6th November 2015.

During this period she was found honest and hardworking. She bears a good moral character.

I wish her bright and prosperous future.

Handwritten signature

President
Om Sai Edu. Society Ravande


Principal
S.S.G.M. College
Kopargaon



Employee Name: - Jagtap Pratik Sadashiv
Place: Kopargaon

Dear, Jagtap Pratik Sadashiv

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 **15/09/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal
S. S. & M. College
Kopargaon

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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
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Kopargaoan

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

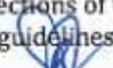
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal
S.S.G.M.College
Koparasan

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: Jagtap Pratik Sadashiv

Signature

Date: 10/09/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon



Employee Name: - Jagtap Suraj Arvind
Place: Kopargaon

Dear, Jagtap Suraj Arvind

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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 termination of employment, directly or indirectly solicit or entice away or endeavor to solicit or to


Principal
G.S.C.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,
S.S.G.M.College
Kopargon

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: .. Jagtap Suraj Arvind

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopergaon

Employee Name: - Jamdar Pritesh Vijay
Place: Kopargaon

78



Dear, Jamdar Pritesh Vijay

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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

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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 any client, customer, vendor, or employee of the Company.


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G.S. Govt College
Kopargan

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

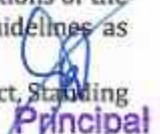
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal

S.S.G.M. College
Kopergaon

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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: .. Jamdar Pritesh Vijay

Signature

Date: 10/10/2018

Approved By



Accepted by

Principal
S. S. M. College
Kopergaon

RuralShores Business Services Pvt Ltd

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

www.ruralshores.com CIN: U74120KA2008PTCD46330



Employee Name: - Jamdhade Vikki Nana
Place: Kopargaon

Dear, Jamdhade Vikki Nana

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **13/10/2018**(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

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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.

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


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Kopergaon

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

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

5. CONFIDENTIALITY

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

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- (a) Neglect or fail to attend to the business of the Company or fails to comply with the directions of the Company including but not limited to discharge of responsibilities, safety, security guidelines as stipulated by the Company;
 - (b) Breach of any of the terms of this Letter; or any rules and regulations of the Code of Conduct, Standing Orders, Policies and Procedures of the Company.


Principal

S.S.M. Gowda
Kopar

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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: .. Jamdhade Vikki Nana

Signature

Date: 10/10/2018

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: - Jape Vishal Ashok
Place: Kopargaon

Dear, Jape Vishal 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 **13/10/2018**(date of joining) and your employment duration will be 6 months from the date of joining.

1. PLACE OF WORK

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

2. NOTICE OF TERMINATION

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

Principal
S. S. G. M. College
Kopargaon

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- 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 client or customer of the Company.


Principal
S.S.G.M College
Kopergaon

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

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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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

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Principal
B.S.G.M. College
Kopargaoon

- (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: .. Jape Vishal Ashok

Signature

Date: 10/10/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Kopargaon



Employee Name: - Jare Ashish Pawlas
Place: Kopargaon

Dear, Jare Ashish Pawlas

Sub: LETTER OF TERMS & CONDITIONS.

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

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

APPOINTMENT

Your appointment as "**Apprenticeship**", Commences from **20/09/2018**(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.

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

(Signature)
Principal
S.S.G.M.College
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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


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S. S. G. M. College
Kopergaon

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

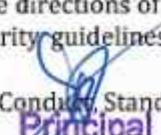
- 4.2 During your employment or thereafter, you will not knowingly interfere with or disrupt or attempt to interfere with or disrupt, the relationship, contractual or otherwise, between the Company and any customer or client, potential customer or client.
- 4.3 You agree that any material breach or written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

5. CONFIDENTIALITY

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

6. TERMS AND TERMINATION

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


Principal
B.S.G.M. College
Kopargaoth

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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: .. Jare Ashish Pawlas

Signature

Date: 18/09/2018

Approved By



Accepted by


Principal
S.S.G.M.College
Konargaon

(60)

2018-19

437

82



Offer Letter for Paid Intern

Name: Vday Babasaheb Kahandal

Date: 22/03/18

Dear Vday,

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 01st Nov 2018 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 2018. However, your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.

1 Nov 2018

Mr./Ms.

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Aparita Arcade, Church Road,
Near Leela Hotel, Ancheri-Kurla Road,
Ancheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 9800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CIN : U24239MH1969PLC052049

Principal
S.S.G.M. College
Kopergaon

ACCEPTED BY : *Uday B. Khandal*
 DATE : 22/03/2018
 PLACE : Kopergaon

Note : Reimbursement Payment
 are Quarterly Reimbursement and
 are Annual Reimbursement

APPROVED BY : *[Signature]*

TOTAL SALARY PER MONTH	11020
TOTAL SALARY PER ANNUM	132240

PER MONTH	PER ANNUM
BASIC	8500
HRA	425
EDU. ALLOW	500
TRANSPORT	300
CCA	100
PPA	175
TOTAL	10000
RETIRALS BENEFITS	
EMPLR PF	1020
TOTAL	12240

SALARY BREAK-UP
MONTHLY PAYMENTS

NAME	Uday BARASAHEB KHANDAL
DESIGNATION	Teacher
DEPARTMENT	P. S. G. College
LOCATION	SARIGAM PLANT

12/1