



ZEAL EDUCATION SOCIETY'S
**ZEAL INSTITUTE OF BUSINESS ADMINISTRATION,
COMPUTER APPLICATION AND RESEARCH (ZIBACAR),**
NARHE | PUNE | INDIA



PUN CODE: IMM013170

DTE CODE: 6152

AISHE CODE: C-41828

Placement List for Academic Year 2019-20

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer	Pay package - at appointment (In INR per annum)
2019-20	BHUMIKA SANTOSH KHULE	MBA	2020	Chatrapati Multistate co.op society	2
2019-20	ABHIJIT SAHEBRAO PAWAR	MBA	2020	Infinity Data Technoloigoies Pvt Ltd	1.8
2019-20	GANESH DRONVASU LADANE	MBA	2020	Infosys	1.58
2019-20	MADHAVI SHASHIKANT JAWALKAR	MBA	2020	Infosys	1.58
2019-20	POONAM CHANDRAKANT SHIVTARE	MBA	2020	Cresecendo World wide	2
2019-20	HARSHADA SANJAY WABALE	MBA	2020	Datacom Products India Pvt Ltd	3.16
2019-20	GANESH SHANTINATH SELUKAR	MBA	2020	Cresecendo World wide	2
2019-20	AKASH ANNASAHEB MANE	MBA	2020	Hellosign	5
2019-20	KARAN AMBADAS KABADE	MBA	2020	Cresecendo World wide	2
2019-20	RUCHIRA ANIL HINGMIRE	MBA	2020	DMart	3
2019-20	PRAKASH GAJANAN DHEMBARE	MBA	2020	Shivai Profesional Services	2.16
2019-20	NIKHIL SHARAD PANDIT	MBA	2020	Mphasis	1.52
2019-20	SAYALI DATTATRAY BALIGHATE	MBA	2020	Alcvea Technologies	1.2
2019-20	AKSHAY TANAJI ZINJURTE	MBA	2020	Deltafoods pvt	1.3



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2019-20	SHWETA RAMDAS PITEKAR	MBA	2020	Techimo Transformations	2
2019-20	PRIYANKA RAJESH KHOBRADE	MBA	2020	Digitize Hawk	1.44
2019-20	MAYUR PRAMOD AHER	MBA	2020	RAMMANGAL HEART PVT LTD	6
2019-20	SACHIN SURYAWANSHI	MBA	2020	SS AUTO INDUSTRIES	4.5
2019-20	RUSHIKESH DADABHAU KARKANDE	MBA	2020	eclerks	2.5
2019-20	SUDARSHAN SONAWANE	MBA	2020	JBK TECHNLOGIES	3
2019-20	PUSHPAK GANDHI	MBA	2020	METROLAB ENGG.PVT.LTD	2.6
2019-20	MIRA GHONGDE	MBA	2020	ASITC.MEHTA.INV.INT.IT D	2.6
2019-20	KHANDEKAR SURAJKUMAR	MBA	2020	KOTAK MHANINDRA	4.8
2019-20	SHREYA SHRIKANT GANBOTE	MBA	2020	360 Realtors	3.6
2019-20	PRAJAKA NIIN UBHE	MBA	2020	ATOS SYNTEL PVT LTD	2.5
2019-20	DURGA BAWANE	MBA	2020	SLK	5
2019-20	KEDAR MADAN TAMBE	MBA	2020	Cresecendo World wide	2
2019-20	SHITAL TAMBE	MBA	2020	ECLEARK	4.5
2019-20	SHRAVANI DESHPANDE	MBA	2020	CLOTHING SHOP	2
2019-20	PRANALI PRAMOD BHUTKAR	MBA	2020	UPLERS	3.6
2019-20	ASHWINI MANERKAR	MBA	2020	SLK GLOBAL Solutions Pvt Ltd	2.4
2019-20	AKASH MANE	MBA	2020	A ONE PUBLICITY	2.5
2019-20	AKASH CHAUDHARI	MBA	2020	BAJAJ FINSERVE	3
2019-20	MILIND DNYANESHWAR TAGADE	MBA	2020	AXIS Bank	1.9
2019-20	AMOL PAWAR	MBA	2020	Indiamart	3.5
2019-20	DATTARAY PATIL	MBA	2020	SQUARE	3.5



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2019-20	ANMOL NAGNATH DYADE	MBA	2020	Quess Corp Ltd	2.22
2019-20	Kiran Vasant Kondalwade	MBA	2020	Pidlite Industries lmt	2.4
2019-20	Akash Hanumant Ghanwat	MBA	2020	Square Yards	2.75
2019-20	Ravikumar Machhinder Mahant	MBA	2020	Admark Digttech Pvt Ltd	2.5
2019-20	AKASH ARVIND BHUIBAL	MBA	2020	Mr. Cold	2.5
2019-20	PRANALI PRAMOD BHUTKAR	MBA	2020	Saletify	2.04
2019-20	SAIPRIYA SURESH BHAMARE	MBA	2020	Infrasoft Tech	3.25
2019-20	SHIVANI SANDEEP SALVI	MBA	2020	BM Consultant	84
2019-20	ASHWINI SANDIP MANERKAR	MBA	2020	DEAI Money Securities pvt	3.5
2019-20	DATTATRAY SHARAD PATIL	MBA	2020	Admark Digttech Pvt Ltd	2.5
2019-20	PRATIMA CHINCHKAR	MBA	2020	cholamandalam MS Genral Insurance Company lmt	3
2019-20	NITISH PRABHAKAR SHIGWAN	MBA	2020	Accurate Risk Managers & Insuance Brocker	2
2019-20	SURAJ SHANTESHWAR MUNDE	MBA	2020	SLK Global Solutions Pvt Ltd	2
2019-20	SNEHAL TUKARAM JANKAR	MBA	2020	Bnymellon	3.5
2019-20	PRATAPVANT VILAS SALGAR	MBA	2020	Corelife Wholefoods Pvt Ltd	2
2019-20	MADHURA VIJAY DHOKATE	MBA	2020	BM Consultant	84
2019-20	AJINKYA DNYANESHWAR LADE	MBA	2020	Lade Enterprise Co founder	3
2019-20	NAMDEV HANUMANT SUDAKE	MBA	2020	Kalyani Technoforg Lmt	3



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2019-20	SATESH SHESHRAO BANGAR	MBA	2020	FRICTION WELDING PVT LTD	4.5
2019-20	VAISHNAVI DESHPANDE	MBA	2020	EDLEWISESEE BROCKING FIRM	2.9
2019-20	PRAMOD MARATHE	MBA	2020	SM ENGG & WORKS NASHIK	4.8
2019-20	RAJESH KATKKAR	MBA	2020	SQUARE	3.5
2019-20	SABALE NITIN TANAJI	MBA	2020	TATA CUMMINS	5.5
2019-20	PRATIK PALKHE	MBA	2020	LEGAL DEPARTMENT	2.9
2019-20	MOHINI ROSHAN KEDAR	MBA	2020	LUSH ENTERPRISE	2
2019-20	MANGESH NAMDEORAO POWAR	MBA	2020	Apptware	2.5
2019-20	APURVA SUNIL PAWAR	MBA	2020	Cresecendo World wide	2
2019-20	SHUBHAM SANJAY RANPISE	MBA	2020	Vj Developers	2.16
2019-20	VIMIT VILAS ATHAWALE	MBA	2020	Apptware	2.5
2019-20	AMIT SONAJI ADMANE	MBA	2020	Zolostays Property Solutions Pvt Ltd	3.6
2019-20	PRAMOD SANJIVKUMAR BHOITE	MCA	2020	Zencon Info Tech Pvt Ltd	3
2019-20	BHAVESH RAMAKANT ZENDEKAR	MCA	2020	Global Soft Infosystem	2.8

Total Student Placed for MBA & MCA - 68


Director



MBA II 19-20
15

Annexure

Employee name: Akash Mane
Designation: Academic Consultant

Compensation structure:

Category	Component	Monthly	Yearly
Taxable	Basic	14,583	175,000
	HRA	7,292	87,500
	Children Education Allowance	0	0
	Statutory Bonus	1,215	14,580
	Special Allowance	4,277	51,320
Reimbursables	LTA (1)	0	0
	Professional Training & Development	0	0
	Books & periodicals	0	0
Gross Salary		27,367	328,400
Retials	PF contribution (employer)	1,800	21,600
	ESIC contribution (employer)	0	0
Base cost to company (CTC)		29,167	350,000
Deductions	PF contribution (employee)	1,800	21,600
	ESIC contribution (employee)	0	0
	Professional Tax (2)	208	2,500
Net Pay before tax		25,358	304,300
Variable sales incentives (3)		60,000	720,000

(1) Tax Deduction will be based on documents and bills submission
 (2) Can change as per state norms and monthly gross income
 (3) Revenue based incentive: current structure is upto 15% of revenue realized in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 per month. Please note that the company's incentive structure and your targets can change based on business needs.



HELLO SIGN

GET STARTED

Haygot Services Private Limited
A Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125854

Plot no 01, Kavuri Hills Phase 1, Kavuri Hills,
Jubilee Hills, Hyderabad, Telangana - 500033.

OFFER LETTER

To,
Akash Mani,

Wednesday, Feb 12 2020

Haygot Services Private Limited ('Company') is delighted to offer you employment on the following terms:

1. Position and Date of Joining:

Your position in the company will be of an **Academic Consultant (AC)**, after successful completion of training program. You will be intimated of your date of joining at least 15 days in advance. Your date of joining will also be co-terminus with your Appointment Letter, which will be issued before 31st July, 2020.

2. Reporting and Employment Location:

Your base location will be communicated to you 15 days prior to joining. The Company reserves the right to change your reporting manager or your location, based on business requirements.

3. Compensation:

Your total compensation is divided between a fixed component and revenue-based incentives. The fixed component is **INR 3,50,000** per annum, paid monthly. Post confirmation, your fixed component can increase upto **INR 5,00,000** per annum, paid monthly. You can earn revenue-based incentives every week. Please note that the Company's incentive structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.

4. Employment Relationship: Training Period and Confirmation

All Academic Consultants undergo a training program. This program starts on the date of your joining and runs for 26 weeks (182 days). During these 26 weeks, you will operate as a **Trainee Academic Consultant**.

Phase 1 - ACT (2 weeks)

This phase consists of 7 days of Class Room Training (CRT) and 7 days of Live Observation and Trial Period. During CRT, you will learn about the company, its product and its sales cycle, followed by a qualification test. In the event that you are unsuccessful in clearing the CRT, the Company will terminate your employment immediately, and the Company will not be able to pay you for the number of days spent in this phase. You will move to Live Observation and Trial Period, and subsequently to Phase 2, once you successfully clear the qualification test at the end of CRT.

Phase 2 - On the Job Training (24 Weeks)

On clearing CRT you will join the field team as an on-job trainee. In the 24 week period, there will be a review at the end of every 4 weeks. The ideal cumulative revenue at the end of each review is 1L, 2.5L, 4.5L, 6L, 8L and 10L respectively. A successful review at the end of OJT period will lead to your confirmation as an **Academic Consultant**. An unsuccessful review may lead to the end of your employment.

Separation during the Training Period

Your employment with the Company is for no specific period of time. During training period each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 7 days' notice in writing.

Incentives during the Training Period

You will accrue incentives as per company policy during the training period. These accrued incentives will be paid out only after successful confirmation as AC, along with the incentive payout cycle for the month in which the confirmation happens. You have to be employed with the Company at the date of payout to receive these incentives.

Confirmation (after the Training Period):

After successful completion of the training Period, your employment with the Company shall be confirmed. Upon confirmation, the fixed component of your salary can increase upto **INR 500,000** per annum, paid monthly. The revised salary will be effective from the month after confirmation. You may also be eligible for accelerated confirmation, based on company policies.





GET STARTED

Separation after Confirmation

Your employment with the Company is for no specific period of time. Post confirmation, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

The Company reserves its legal right to terminate you immediately in case of deviation or non-adherence to Company's policies and rules as communicated via this letter and also in other physical or digital documents provided to you pursuant to your signing of this letter. The Company may also terminate you with immediate effect for any dishonest and malicious practices, involvement in criminal act or non-performance for a prolonged period of time.

In case of termination, the Company, at its sole discretion, will recover such amount, as the case may be, in lieu of notice period against the full and final settlement upon your separation. In such case, the company will also not be liable to pay you any pending salary.

5. BYOD Policy:

You will be required to carry your own devices (laptops, tablets, phones as per your job requirement.). Refer Bring Your Own Device (BYOD) policy to check if you are eligible for any reimbursement.

6. Reimbursement for Expenses:

You will be reimbursed for reasonable expenses incurred by you in the performance of your duties, in accordance with the Company's Expense Policy.

7. Absence/Leave:

Your annual leaves will be as per the Company's Attendance and Leave Policy. Uninformed or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.

8. Indemnity:

You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policy of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.

9. Acknowledgement:

You acknowledge that the duration and scope of the undertakings above are reasonable under the circumstances in which they have been given, and your employment with the Company and the compensation payable under this letter shall be sufficient consideration for the undertakings.

10. Understanding:

This letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to engagement with the company.

11. Company policies:

You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend and update the policies and procedures of the Company.

We hope that you find the above-mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself. Sincerely, on behalf of Haygot Services Private Limited

Prakhhar Srivastava
Associate Vice President- Human Resource
Wednesday, Feb 12 2020

Please read and hereby accept this letter and terms thereof

M.A. (14-20)
②

MBA 19-20
②



APPOINTMENT LETTER

DATE: 8th February 2020

To,

Madhura Vijay

Subject: **Appointment Letter for training**

Dear Madhura,

Further to the interview you had with us we are pleased to appoint you as **Digital Marketing Trainee** in our company. You will be on training for a period of one month effective date of 17th February 2020, consolidated stipend of 7000/- (**Seven thousand Rupees**) will be paid to you for this training program. Your place of training will be Pune. Based on your capabilities and performance on this training you will be considered for full time job role. Your services will be confirmed in writing after successful completion of your Training period. I am anticipating that you will accept this offer by **10th February 2020**, and your joining date for this training is scheduled to be from **17th February 2020**. You will also be required to submit the following documents on the date of your reporting:

- a. 10th and 12th, graduation all semester mark sheets with provisional certificate and post- graduation all semester mark sheets with provisional certificate.

b.1 passport size photograph.

c. Government ID proof(Adhar card, PAN card)

Please indicate your acceptance of this offer by revert on this mail.

I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me.

Sincerely,

HR Department

BM Consulting, Pune

MBAII (14-20)
(3)

September 30th
Vimit Vilas Athawale

Dear Vimit

We are pleased to appoint you at position **UI Developer** in **Apptware Solutions LLP**. Your annual compensation per annum would be **Rs 2,50,000/-** you will receive annual performance and association bonus upto **Rs 50,000/-**. This is a variable component and will be payable annually in the month subsequent to your joining date.

Your date of joining would be on or before **October 16 2019**. This appointment is subjected to satisfactory background verification checks that company will make post joining.

Your assignment can be terminated at any time without assigning any reason within two month's notice on either side. If you leave the services of the company without the requisite two months notice, then we will be entitled to recover from you an amount equivalent to two months' salary in lieu of the notice period.

We request you to confirm to us your acceptance of this offer by returning a copy of this letter duly signed by you. We are looking forward to a long and mutually beneficial association with you.

Please note that the above details of compensation are strictly confidential between you and the company and should not be disclosed to any party.

Once you join the company, you will be entitled to sign Apptware Confidentiality and Invention Assignment Agreement.

Yours Sincerely,

For Apptware Solutions LLP



Harish Rohokale
Founder & CEO

Regd. Office

Commercial, Office No. 301, Sr. No. 36/2,
Nanaware Wasti, Opp. Opal Building,
Pune - 411045, Maharashtra, India.

Main Office

Commercial, Office No. 302, Sr. No. 36/2,
Nanaware Wasti, Opp. Opal Building,
Pune - 411045, Maharashtra, India.

Apptware Solutions LLP

+919975352335
+919921813084
hi@apptware.com
www.apptware.com



Dear Priyanka Khobragade,

Date: 2 Jan 2019

Based on the interactions we had so far, we are happy to offer you a position of Digital Marketing Executive. Your date of joining will be 2 January, 2019.

This letter comes as a Probation of the job offering for which the details as mentioned below. Your CTC will be 1,44,000 annually and your monthly remuneration will be 12,000 per month.

Please Note:

- *** You will be on Probation for 3 months from the date of joining.
- *** Your compensation will be reworked after reviewing your 6 months performance in the Organization. This change in compensation will be purely based on your performance.
- *** During the probation if your performance is not satisfactory then the management can take the decision to terminate your employment within 7 days of notice.
- *** There will be Training Period for 7 Days.
- *** After Training Period, you will go under 7 Days of Observation period. In case you are unable to perform Management will go under further procedure. Which might leads to termination from the company without paid.
- *** Your salary will be counted from the day you hit the floor. Training and Observation periods are unpaid.
- *** Organization will hold your full and final for absconding or leaving the organization without giving 15 days prior notice.
- *** Uniformed Absenteeism will be liable for deduction of 1.5-day salary.

We wish you a good future with Digitize Hawk

Office No.23, Ground floor, Aditya Nakoda Enclave 1, Near P. L. Deshpande Garden, Sirhgad Road Pune 411030

Contact No.: 9922784377, 7276163639 | Email: service@digitizehawk.com | Website: www.digitizehawk.com

MCA
(4)
19-2002nd May, 2019

Ms. Harshada S Wabale
Flat No. 10, Gurukripa Heights ambegan pathar,
Pune 411 046,

Dear Ms. Harshada S Wabale

Sub: Offer Letter**Position: Engineer - Sales**

With reference to your application & Personnel Interview for the above position, we are pleased to offer you employment from 16th May, 2019 under the following terms and conditions:

- 1 a) You will be on probation for Six months from the date of commencement of your service, which period may be further extended at the discretion of the company. At the end the probation period, provided that your services have been found satisfactory, your appointment in writing by the company. During the probation period services are terminated by seven days on either side or salary in lieu thereof.
2. On confirmation, you employment will be subject to termination on 1 month notice on either side or salary in lieu thereof.
3. a) Your designation is merely indicative of the responsibilities which you are required to carry out. The company shall be entitled to require you, at any time, to perform any other administrative, Managerial or any other functions and you shall be bound to carry such functions.
4. Your salary is strictly confidential. Your Annual CTC will be Rs. 3,16,397/- detailed break-up will be shared with Appointment letter. Your average Gross monthly Salary will be Rs. 24,129/-
4. a) You will devote full time to the work of the Company and shall not undertake any direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- b) So long as you are in the employment of the Company, you will, at all times, observe secrecy in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form available to the trade and furthermore, you will not disclose them without the authorised to the Company to anyone other than the Company's Officers authorised to receive them and that even after you have ceased to be in the services of the Company, you shall not disclose them to anyone.
- c) You shall regularly sign attendance sheet or register maintained by the company for the company for the employees of your cadre.
- d) You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- e) You will forthwith inform the company of any change in your residential address.

Datacom Products (India) Pvt. Ltd.

Regd. Office 214, Champaklal Udyog Bhavan, 105, Sion Koliwada Road, Sion (East), Mumbai - 400 022.

Ph: 24019500/ 24061000 Fax: 2406 1100 Email: customersupport@datacom.co.in

PuneOffice: 101, Kumar Garima, Yadiwala Road, Pune - 411 001. Ph: 020 6602 5696 / 6621 9100

Fax: 020 2605 3253 Email: customersupport.pune@datacom.co.in

MLA
(19-20)

Emp Offer ID: TVIOL19/8

To,

Date: May 4, 2019

Pranali Bhutkar
Anand Nagar, Sinhgad Road,
Pune, India

Dear Pranali,

With your subsequent interviews & discussion, we are pleased to offer you the position of "Digital Marketing Executive" in our organization **TEAMVALUE INDIA**, which we would be referring as "SALETIFY" ahead.

The broad terms of this offer are as follows:

1. Your date of joining will be on **May 13, 2019 (Monday)**.
2. You will be reporting to Rashmi (Head Operations).
3. You will be on probation period for 6 months.
4. You are required to sign a Data Confidentiality Agreement with the Company at the time of your joining. You will be governed by this agreement during and after your association with the Company. In case of default on the same from your end, you will be liable for the damages as communicated in the above said agreement.
5. You would be entitled for a CTC of Rs. 17,000/- per month which equates to Rs. 2,04,000/- a year on the payroll of the company, **TEAMVALUE INDIA**, Pune.
6. You are requested to submit [2 photocopy sets] and the following documents at the time of joining the company. Original Documents are required to verify the same.
 - a) Proof of Date of Birth
 - b) Salary Slip of the previous employer
 - c) All Educational Certificates / Mark-lists
 - d) Appointment Letter, Relieving letter & Salary Certificate from the last employer
 - e) Experience / Service Certificates from your previous employers
 - f) Two Passport size photographs

- g) Xerox copy of passport (if any)
- h) Address Proof (current & permanent)
- i) Copy of PAN
- j) Aadhar Card

7. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of SALETIFY.

8. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/days at work.

9. During the course of your assignment, you will deal with some important or confidential information and/ or material either of the Company or a client. It is understood that you will not part with this information to anyone at any point of time without the written consent of the Company.

10. You will be responsible for the proper care of all hardware, software and other related valuables entrusted to you.

11. The notice period will be of 30 days or pay in lieu of notice from either side. The discretion to accept pay in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period.

12. No documentation will be issued if you fail to complete your probation period or leave job under your probation period.

13. This offer document is subjected to TEAMVALUE INDIA guidelines & holds full rights on the same.

You are requested to call our office in case of any further clarifications.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

With the signature below, I accept this offer for employment.

Name (Signature) Date



Contract on behalf of Pragma Services Private Limited

Pratik Srivastava

Pratik Srivastava
Associate Vice President - Human Resource
Wednesday, Feb 12 2020

Please read and hereby accept the letter and terms thereof.
[Click to sign](#)

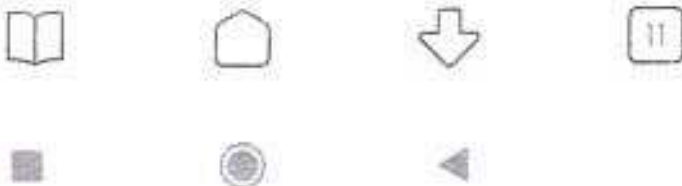
Annexure

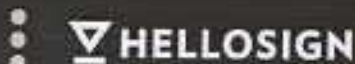
Employer name: Ravi Verma
Designation: Academic Consultant

Compensation Structure

Category	Component	Monthly	Yearly
Taxable	Basic	14,585	175,000
	HRA	7,292	87,500
	Children Education Allowance	0	0
	Statutory Bonus	1,215	14,580
	Special Allowance	4,277	51,320
Reimbursables	LTA (1)	0	0
	Professional Training & Development	0	0
	Books & periodicals	0	0
Gross Salary		27,167	328,400
Retracts	PF contribution (employer)	1,800	21,600
	ESIC contribution (employer)	0	0
Base cost to company (CTC)		29,167	350,000
Deductions	PF contribution (employee)	1,800	21,600
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 (2) Can change as per state norms and monthly gross income.
 (3) Revenue based weekly incentive, current structure is upto 15% of revenue realized in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 p.m. Please note that the company's incentive structure and your targets can change based on business needs.





GET STARTED

Heygot Services Private Limited
a Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125256

Plot no 61, Kevuri Hills Phase 1, Kevuri Hills,
Jubilee Hills, Hyderabad, Telangana - 500023.

OFFER LETTER

To,
Ravi Verma,

Wednesday, Feb 12 2020

Heygot Services Private Limited ('Company') is delighted to offer you employment on the following terms:

- 1. Position and Date of Joining:**
Your position in the company will be of an **Academic Consultant (AC)**, after successful completion of training program. You will be intimated of your date of joining at least 15 days in advance. Your date of joining will also be communicated with your Appointment Letter, which will be issued before 31st July, 2020.
- 2. Reporting and Employment Location:**
Your base location will be communicated to you 15 days prior to joining. The Company reserves the right to change your reporting manager or your location, based on business requirements.
- 3. Compensation:**
Your total compensation is divided between a fixed component and revenue-based incentives. The fixed component is **INR 2,50,000** per annum, paid monthly. Post confirmation, your fixed component can increase upto **INR 5,00,000** per annum, paid monthly. You can earn revenue-based incentives every week. Please refer to the Company's incentive structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.
- 4. Employment Relationship, Training Period and Confirmation**
All Academic Consultants undergo a training program. The program starts on the date of your joining and runs for 26 weeks (182 days). During these 26 weeks, you will appear as a **Trainee Academic Consultant**.

Phase 1 - ACT (2 weeks)
This phase consists of 7 days of Class Room Training (CRT) and 7 days of Live Observation and Trial Period. During CRT, you will learn about the company, its product and its sales tools, followed by a qualification test. In the event that you are unsuccessful in clearing the CRT, the Company will terminate your employment immediately, and the Company will not be liable to pay you for the number of days spent in this phase. You will report to Live Observation and Trial Period, and subsequently to Phase 2, once you successfully clear the qualification test at the end of CRT.

Phase 2 - Do the Job Training (24 Weeks)
On clearing CRT you will join the field team as an on-job trainee. In the 24 week period, there will be a review at the end of every 4 weeks. The final cumulative revenue at the end of each review is 1L, 2.5L, 4.5L, 6L, 2L and 10L, respectively. A successful review at the end of OJT period will lead to your confirmation as an **Academic Consultant**. An unsuccessful review may lead to the end of your employment.

Separation during the Training Period
Your employment with the Company is for an specific period of time. During training period both party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 7 days' notice in writing.

Incentives during the Training Period
You will accrue incentives as per company policy during the training period. These accrued incentives will be paid out only after successful confirmation as AC, along with the incentive payout cycle for the month in which the confirmation happens. You have to be employed with the Company at the date of payout to receive these incentives.

Confirmation (after the Training Period):
After successful completion of the training Period, your employment with the Company shall be confirmed. Upon confirmation, the fixed component of your salary can increase upto **INR 5,00,000** per annum, paid monthly. The revised salary will be effective from the month after confirmation. You may also be eligible for accelerated confirmation, based on company policies.



toppr.workable.com/offer:

**HELLOSIGN****GET STARTED****Separation after Confirmation**

Your employment with the Company is for no specific period of time. Post confirmation, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

The Company reserves its legal right to terminate you immediately in case of deviation or non-adherence to Company's policies and rules as communicated via this letter and also in other physical or digital documents provided to you pursuant to your signing of this letter. The Company may also terminate you with immediate effect for any dishonest and malicious practices, involvement in unethical act or non-performance for a prolonged period of time.

In case of termination, the Company, at its sole discretion, will recover such amount, as the case may be, in lieu of notice period agreed for full and final settlement upon your separation. In such case, the company will also not be liable to pay you any pending salary.

5. BYOD Policy:

You will be required to carry your own devices (laptops, tablets, smartphones) as per your job requirements. Refer **Bring Your Own Device (BYOD)** policy to check if you are eligible for any reimbursement.

6. Reimbursement for Expenses:

You will be reimbursed for reasonable expenses incurred by you in the performance of your duties, in accordance with the Company's Expense Policy.

7. Absence/Leave:

Your annual leaves will be as per the Company's Attendance and Leave Policy. Uninform or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.

8. Indemnity:

You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policy of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.

9. Acknowledgement:

You acknowledge that the nature and scope of the undertakings above are reasonable under the circumstances in which they have been given, and your employment with the Company and the compensation payable under this letter shall be sufficient consideration for the undertakings.

10. Understanding:

This letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the company.

11. Company policies:

You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend and update the policies and procedures of the Company.

We hope that you find the above-mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate, digital of this letter and returning them to the Company. We welcome you to our organization and look forward to your contribution in the growth of the organization and yourself. Sincerely, on behalf of Haygot Services Private Limited.



Prof. Pratik Selviastava
Associate Vice President- Human Resource
Wednesday, Feb 12 2020

I have read and hereby accept this letter and terms stated.

[Click to sign](#)





MBA (18/17)



LETTER OF INTENT

To,
Ganesh Ladane

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- a) Role : Process Executive
- b) Role designation : *Jr. Accountant*
- c) Job level : *26*
- d) Date of Joining : *24/01/20*
- e) Location of Posting : *Pune*
- f) CTC (During training) : *Rs. 132K per month*

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions to a candidate.

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct its own health checks.
2. Post selection an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPM provides transport facilities to its employees, if the employee resides within the areas as prescribed by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient blend of dedicated buses and cabs depending, on process timings. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended boundary areas. Do note that complying by the transport policy is a mandatory organization requirement for employment. In case of noncompliance, Infosys BPM has the right to initiate any disciplinary action against such employee as it may deem fit. Based on location and timing of transport, employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.

For any further queries, please mail or call us on

As stated above, this letter is being issued for information purposes only.

We request to countersign and return the duplicate copy of this Letter to place on record an acknowledgement of the receipt of this letter.

INFOSYS BPM LIMITED
 (Formerly known as Infosys BPO Limited)
 Phase II, Plot No 24/2, Rajiv Gandhi Infolech Park
 Hinjawadi, Village Mann, Taluka Mulshi
 Pune - 411 057, India
 T 91 20 4023 2000
 F 91 20 3982 8000

Corporate Office:
 CIN: U72200KA2002PLC030310
 Plot Nos. 26/3, 26/4 and 26/6
 Hasur Road, Electronics City
 Bengaluru - 560 100, India
 T 91 80 2852 2405 / 4187 9999
 F 91 80 2852 2411
 www.infosysbpm.com

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DTPA J-18-19

②

PRIVATE & CONFIDENTIAL

July 24, 2018

Nikhil Sharad Pandit,

Pune

Dear Nikhil Pandit,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of **Tr Transctn Procng Off**, in **Band 5, Level 1** with our organization. The gross compensation will be **INR. 152000/- (One lakh fifty-two thousand rupees only)** per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Pune** office on **July 25, 2018**. Please keep your recruiter informed, in case of advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made

BETWEEN

Square Yards Consulting Pvt. Ltd.

A Company incorporated under Companies Act, 1956 in the Republic of India and having its Registered office B-3/96, Safdarjung Enclave, New Delhi-110029 (hereinafter called "the Company" which expression shall include its associated companies, successors and assigns) of the one part;

AND

Akash Hanumant Ghanwat, S/o. Sh. Hanumant Ghanwat R/o. Sundar niwas Borate mala Near HP Petrol pump Natepute, Tal- malshiras, Dist- Solapur (herein after referred to as the "the Employee" which expression shall include its successors and assigns) of the other part;

It is agreed that the Company will employ Akash Hanumant Ghanwat as Business Development Executive of the Company on the particulars/ terms and conditions as laid down in the Annexure A to this Agreement appended hereto, and on terms and conditions as enumerated hereinafter in this Agreement:

1. DEFINITIONS AND INTERPRETATIONS

- 1.1. In this agreement the following words and phrases shall bear the meanings respectively ascribed to them, that is to say:
- "the Particulars" means the particulars incorporated in under the agreement as varied time to time as agreed by the parties to the agreement
 - "the Employee" means the individual defined under specific labour laws applying particularly to the company like Employee State Insurance Act, 1948.
 - "the Company" means a company registered under Companies Act, 1956 or Companies Act, 2013 named as Square Yards Consulting Pvt. Ltd. also includes its associated companies etc.
 - "the Associated Company" means a subsidiary and any other Company which is for the time being a holding Company of the Company
 - "Financial Year" means the financial year which shall run from the 1st day of April to the 31st day of March every year.
 - "Calendar Year" means the calendar year which shall run from the 1st day of January to the 31st day of December every year.
 - "Month" means a calendar month
 - References means references in this Agreement to any clause, sub-clause, schedule or paragraph without further designation shall be construed as references to the clause, sub clause, schedule or paragraph of this Agreement.
 - Any reference to a statutory provision shall be deemed to include a reference to any statutory amendment modification or re-enactment of it.
 - Words importing one gender include all other genders and words importing the singular include the plural and vice versa.

2. TERMS OF EMPLOYMENT

- 2.1. The employment of the Employee shall be deemed to have commenced on the date of actual reporting in the premises of the Company pursuant to the execution of this Agreement as per the terms and conditions / particulars laid down in the Annexure A. The Employee should disclose to the company in case any of his/her family member is related to any kind of real estate business.
- 2.2. The Employee will be initially appointed by the company with the position title and corporate title (If applicable) as incorporated in Annexure A. The firm may amend the position and/or corporate title of the Employee, as thinks appropriate in the future to align the employee's role with the applicable policies, procedures or practices at the company.

3. NATURE OF EMPLOYMENT AND DUTIES OF EMPLOYEE

The Employee shall during his/her employment with the Company under this Agreement:

- 3.1. Perform the duties and exercise the powers which the Company may from time to time properly assign to him/her in his/her capacity or in connection with the business of the company or any of its associated company.
- 3.2. The Employment shall be full-time Employment and the Employee shall not undertake any reward for work other than the duties which he is required to perform under this Agreement.

4. HOURS OF EMPLOYMENT

- 4.1. The Employee shall comply with the normal working hours of the company, as directed by the Company, or in the absence of such direction, as published in the employee's handbook provided by the Company at the joining of the employee and also as amended from time to time by the management.

5. PRESENT POSTING AND FUTURE TRANSFERS

- 5.1. The Employee's place of employment shall be at the Company's offices as set out in the **Annexure A**. But, the Company is entitled to require the employee to work at any other place of business of the Company including offices are in existence or to be planned in the future, whether on temporary or permanent basis on the terms and conditions as are applicable to such transfer in accordance with the then applicable rules, regulations and policies of the Company.
- 5.2. The Employee shall, in the performance of his/her duties, may be required to travel from his/her place of employment to anywhere within the country or abroad.

6. REMUNERATION, BENEFITS AND DEDUCTIONS

- 6.1. Subject as hereinafter provided the Company shall pay to the Employee during the continuance of his/her employment hereunder a salary (bifurcated into Fixed components and Performance linked components) specified in the Particulars of Employment as set out in the **Annexure A**.
- 6.2. Performance linked components, if any are payable monthly subject to achievement of the minimum performance criteria as defined by the management from time to time. Depending on the performance of the Employee, he/she may qualify to receive only partial or full amount of the performance linked allowances.
- 6.3. The said salary shall be reviewed by the Company on an annual basis (As per applicable appraisal cycle), and any such revision of salary shall take effect from such time and in such manner as the Company shall in its sole discretion think fit.
- 6.4. Except as expressly provided by this Agreement the Employee shall not be entitled to any salary in respect of any period during which he/she fails or be unable, from any cause, to perform all or any of his/her duties without prejudice to any right of action accruing or accrued to either party in respect of any breach of this Agreement.
- 6.5. The Company shall deduct a proportionate amount from the Employee's fixed remuneration for every day of absence beyond the permissible limit of leaves available to the employee during the calendar month/ financial year. The Company at its own discretion may provide relief with respect to the deduction made on account of his/her absence from the employment provided his/her absence is due to incapacity through illness or injury and the Employee produces to the Company without any delay the certificate of a duly qualified medical practitioner stating the cause of such incapacity.
- 6.6. All monetary or non-monetary entitlements granted to the Employee, whether by way of Salary, Bonus or otherwise, shall be subject to the statutory deductions like Provident Fund contribution, ESI / Medical Insurance Contribution, LWF Contribution, Income Tax (TDS) or any other statutory deduction for which the Company is liable to deduct as prescribed under various laws applicable to the Company.
- 6.7. Unless specifically stated in the Particulars, bonus or any other benefits provided by the Company to the Employee, irrespectively of its nature and of its either temporary or repetitive provision, will always be treated as a benefit voluntarily provided by the Company to the Employee and will not in any way consist a legal obligation of the Company under this Agreement.
- 6.8. The Company shall pay, or reimburse to the employee for only pre-approved, reasonable and adequately substantiated – travel, accommodation, communications or any other related expenditure incurred in connection with the performance of the duties assigned by the Company, subject to the policies framed by the Company. These may be contingent on performance threshold as defined from time to time.
- 6.9. Employee will be covered under a comprehensive Medical Insurance and Accidental Coverage as detailed in the Company's employee handbook and amended from time to time as the Company deems appropriate.


A. S. Srinivasan
Director

- 6.10 The Company reserves the right to cancel or modify the benefits of plan and programmes, its offers to its employees at any time provided that such cancellation, shall be carried out in a manner that it does not discriminate between employees of the same level. None of rights of the Employee, to receive any form of compensation payable pursuant to this offer may be assigned or transferred except by operation of law.
- 6.11 The Company shall bear cost of Employment Pass/ Work Visa/ Business Visa and other relocation charges, as may be applicable and approved from time to time, for its employees. Such cost or charges along with any incidental charges paid by the Company towards covering expense of relocation or Visa will become payable from the employee to the Company in case his or her employment is ceased, whether initiated by the Company or the employee, within one year of such expenses being outlaid. In case of cessation of employment within 12 months of such expenses being borne by the Company, these will be recovered from the last salary or full & final settlement of the employee, whichever is applicable.
- 6.12 Any accrued incentive or bonus will be payable only if the employee status is active and not resigned as on the day of incentive or bonus pay out. In case the employee has resigned or is inactive in the system on such date, the accrued incentive & bonus will lapse.

7. PROBATION PERIOD & CONFIRMATION OF EMPLOYMENT

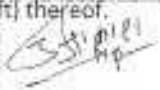
- 7.1. The Employee shall be employed on a probationary basis for a period of **6 months** from the date of commencement of his/her employment, or for such extended time as the Company may decide.
- 7.2. The Company may thereafter confirm the employment of the Employee after he/she has completed the probationary period or the extended probationary period as the case may be. Such confirmation shall be communicated to the employee via e-mail communication.

8. LEAVES & HOLIDAYS

- 8.1. The Employee shall be entitled to a total of **32 total leaves** (in addition to public and statutory holidays) for every financial year, as mentioned in the Employee Handbook.
- 8.2. The Employee shall be entitled in each calendar year **10 public and statutory holidays**. These holidays will be declared at beginning of each calendar year.
- 8.3. All holidays shall be approved within appropriate timelines as provided by the Company, from time to time.
- 8.4. The employee will be eligible to avail One (1) compensatory leave in every month during the probationary period. Holiday allowance does not accrue during the probationary period.

9. TERMINATION

- 9.1. The Employee's employment with the Company may be terminated by either party giving to the other party notice in writing or salary in lieu of notice as set out in **Annexure A**. In this case, the Employee shall not be entitled to leave pay.
- 9.2. The Company shall have the right summarily to terminate the Employment without notice or payment of compensation in any of the following events:
- If the Employee is guilty of fraud, dishonesty or misconduct or commits any act which in the opinion of the Company is likely to bring the Company or any officers or employees of the Company into disrepute whether or not such dishonesty, misconduct or act is directly related to the affairs of the Company.
 - If the Employee is adjudged bankrupt or makes a composition with his/her creditors.
 - If the Employee commits any material breach of his/her duties or obligations under this Agreement.
 - If the Employee is discovered to have made or given any false statement or answer to any question in connection with the Company's Employment application form or any Curriculum Vitae submitted to the Company concerning such Employee.
 - Habitual absence without approval of leaves.
 - Habitual neglect of work or gross or habitual negligence.
 - Commission of any act not in conformity with discipline or good behavior.
 - Seeking or giving illegal gratification.
 - Offering or passing kickbacks or any other kind of monetary reward to clients of the Company unless otherwise permitted under the company policies.
 - If the employee provides any false statement about his/her family background as he agreed at the time of joining.
- 9.3. Upon the termination of the Employee's employment (howsoever arising) the Employee shall return to the Company all documents, records, items and materials in his/her possession or custody belonging to the Company or its clients and the Employee shall not retain any copies (including electronic or soft) thereof.


Signature
Date

- 9.4. Depending on the duration of the employment with the Company, the employee may be entitled to statutory payments at the time of termination of employment.
- 9.5. Upon termination, the Company shall pay the amounts accrued to the employee after making necessary & permissible deductions of such sums which are due to be paid by the employee to the Company, within 90 days from the termination.
- 9.6. Employee and the Company are free to terminate their employment relationship at any time for any reason, with or without cause, or for no reason at all, with a written notice. The notice period shall be dependent on the status of employment i.e. on probation or confirmed and is mentioned in **Annexure A**.
- 9.7. If such termination of the employment is initiated by the employee, then the Company may, at its sole discretion either accept such resignation immediately or not, provided that, the Company may choose to pay to the employee or may buy out the salary in lieu of balance period of his/her notice period. However, the employee has to serve the required notice period, if the resignation is accepted by the Company.
- 9.8. The employee would undertake to refund all expenses and costs that may be incurred by the Company on the employee towards any joining bonus paid to the employee at the time of beginning of employment with the Company, in the event the employee initiates the termination of the employment within twelve (12) months from the date of commencement of the employment with the Company.
- 9.9. At the time of separation from the Company, employee undertakes to refund all loans, salary advances granted by the Company for employee's personal usage.

10. GENERAL

- 10.1. **Non-waiver:** No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.
- 10.2. **Additional Remedies:** Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.
- 10.3. **Additional Conditions:** Employee has read and shall always abide by the terms and conditions as stipulated in the employee's hand book, HR Policies including Compensation and Benefits policy, Reimbursement policy, Leave Encashment policy, etc as disseminated through any channels to the employee and these Policies may be amended from time to time as per the sole discretion of the Company.
- 10.4. **Severability:** If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.
- 10.5. **Employee's Representations and Warranties:** The Employee confirms that he has carefully read and fully understands all the provisions of this Agreement. The Employee represents that he (i) is familiar with the foregoing covenants not to compete and not to solicit and the reasons therefor, and (ii) is fully aware of his/her obligations under this Agreement including, without limitation, the reasonableness of the length of time, scope and geographic coverage of these covenants.
- 10.6. **Accountability:** In the event of a breach of Confidentiality agreement without prejudice to any right conferred by law on the Company, the Employee hereby agrees that he shall indemnify the Company for all costs (including but not limited to legal costs on an indemnity basis), loss and damage suffered by the Company or alternatively to make good to the Company all profits or gains made by the Employee or the Employee's spouse, family members or relatives by reason of the Employee's breach of any of his/her duties to the Company or to the Company's clients.
- 10.7. **Jurisdiction and Dispute Resolution:** This Agreement shall be governed by and construed in accordance with the laws of India and shall be under the exclusive jurisdiction of the High Court of Delhi. Any dispute between the Parties shall be finally settled through arbitration conducted in New Delhi in accordance with the Arbitration and Conciliation Act, 1996. A sole arbitrator shall be appointed jointly by the Parties within 30 days of either Party requesting the other to suggest or approve a sole arbitrator. If the Parties fail to agree on a sole arbitrator within the 30 days period mentioned above, then either Party may make application to the High Court of Delhi for appointment of the arbitrator under the provisions of Arbitration and Conciliation Act, 1996.
- 10.8. **Entire Agreement:** This Agreement and its Exhibits, constitutes the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.


A
B

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Condition
Accepted:

Authorised Signatory

Date:

(Name of Employee)


SIGNED FOR AND ON BEHALF OF
SQUARE YARDS CONSULTING PVT. LTD.
DATE:

CONFIDENTIALITY AGREEMENT

In consideration of an Employee's employment with The Company, employees will be exposed to information and materials relating to the affairs, transactions, operations, methods of doing business, research and development, know-how, customers, trade secrets, financial methods, computer programs, and other confidential or proprietary information or trade secrets of the Company, its Associated Companies, Business Partners, Distributors, Resellers, Customers and End-Users.

An Employee agrees to take all appropriate action, whether by instruction, agreement or otherwise, to ensure the protection, confidentiality and security of the Confidential Information of the Company.

1. Under CONFIDENTIALITY, Employee agrees:

- a. Electronic information exchange or office emails are to be used in furtherance of Company's business only. No employee should use the electronic information systems to espouse personal, political or religious views or solicit support for any cause or event. Such act by employee is subjected to immediate internal inquiry by the management.
- b. Not to use, acquire or copy any Confidential Information in whole or part without prior authorisation in writing from a designated official of the Company.
- c. To retain the Confidential Information as strictly confidential and as a trade secret of the Company; and
- d. Not to use or cause to be used, nor to disclose or otherwise make available directly or indirectly the Confidential Information except for and on behalf of the Company when authorised to make such disclosure on a confidential basis or to recipient authorised by the Company and having a valid contract with terms satisfactory to Square Yards Consulting Pvt. Ltd. under which its nature as confidential information and as a trade secret is respected and the recipient promises to retain it in confidence.

Upon termination of employment, Employee agrees to surrender to the Company all tangible & non-tangible forms of the Confidential Information that he may then possess or have under his/her control.

2. INTELLECTUAL PROPERTY shall include:

- a. If during the course of his/her work for the Company (whether in the course of normal duties or not and whether or not during normal working hours), the Employee makes, or participates in the making of any design (whether registered or not) or any work in which copyright and/or database rights subsist, the Employee hereby assigns to the Company with full title guarantee and, where appropriate, by way of future assignment, all such rights for the full term thereof throughout the world, provided that the assignment shall not extend to those designs or works which are created by the Employee wholly outside his/her normal working hours and wholly unconcerned with his/her service under this Agreement.
- b. All technology infrastructure of the Company and its employees, whether specifically licensed or furnished as part of The Company equipment rented, purchased or loaned and Software Service for them. Technology infrastructure shall mean machine instructions whether denominated software wherever resident and on whatever media and all related documentation and software.
- c. All other information and material of The Company and its Employees, relating to design, method of construction, manufacture, operations, specifications, use and service of the Company and its Employees equipment and components, including notebooks, reports, process data, test data, performance data, inventions and all documentation therefore and all copies.
- d. Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to The Company and its Employees if disclosed.
- e. The Company's staff list, Customer and prospective customer list.

Employee agrees to retain Intellectual Property as strictly confidential and a trade secret of The Company. Employee agrees not to use or cause to be used The Company and its Employees' Intellectual Property except for or on behalf of The Company.

Upon termination of employment, employee agrees to surrender to The Company all tangible & non-tangible forms of Company's Intellectual Property, which he/she may then possess or have under his/her control.

3. EXCLUSIVITY OF SERVICE shall include:

The Employee shall not during the continuance of this contract, except with the knowledge and consent of the Company embark, engage or interest himself/herself whether for reward or gratuitously in any activity which would interfere with the performance of the Employee's duties with the Company or which to his/her knowledge would constitute a conflict of interest with the business of the Company.

A handwritten signature in blue ink is written over a circular official stamp. The stamp contains some illegible text and a central emblem. The signature appears to be 'S. S. Srinivasan'.

4. AGREEMENT NOT TO COMPETE OR SOLICIT shall include:

- a. Throughout this Agreement with the Company, and for a period of 12 months following the termination of this Agreement, the Employee will not directly or in association with others, compete with any of the business activities in which the Company or any of its associated companies become involved, anywhere in the world, during the period of this Agreement.
- b. The foregoing restriction on competition and solicitation will preclude without limitation:
 - I. Selling or soliciting sales of products and services which compete with the Company or any of its subsidiaries, and
 - II. Accepting employment in a related business area with or acting as a representative or agent of a current customer of the Company or any other person or entity which competes with the current business of the Company during the period of this Agreement.
 - III. In order to protect its business interest, the Company, reserves the right of not providing full-fledged work during the Employee's required contractual probation period and may require Employee not to attend the place of work whilst remaining employed for the contractual probation period. During this probation period, the employee will not be permitted to work for anyone else.
 - IV. Either alone or in association with others (i) solicit, or encourage any organization directly or indirectly controlled by the Employee to solicit, any employee of the Company or any of its subsidiaries to leave the employ of the Company or any of its subsidiaries, (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by the Employee to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company or any of its subsidiaries at any time during the term of the Employee's employment with the Company or any of its subsidiaries.

While the restrictions aforesaid are considered by the Company and the Employee to be reasonable in all the circumstances, it is agreed that if any one or more of such restrictions shall either taken by itself or themselves together be adjudged to go beyond what is reasonable in all the circumstances for the protection of the Company's legitimate interest but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of the wording thereof were deleted, restricted or limited in any particular manner, then the said restrictions shall apply with such deletions, restrictions or limitations, as the case may be.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:

Authorised Signatory

(Name of Employee)

Date



[Name of Employee]

ANNEXURE A

PARTICULARS OF EMPLOYMENT

The Company: Square Yards Consulting Pvt. Ltd. Corporate Address: B-3/96, Safdarjung Enclave, New Delhi-110029	
The Employee: Akash Hanumant Ghanwat Sundar niwas Borate mala Near HP Petrol pump Natepute, Tal- malshiras, Dist- Solapur	
Job Title: Business Development Executive	
Compensation: Annual Gross CTC: 275,000	
Employee ID: SQY9399	Department: Primary Sales India
Job Location: Pune	Date of Joining: 07-Oct-2020
Notice Period: During Probation: 0 days After Confirmation: 15 days	

The Company shall employ the Employee and the Employee shall serve the Company in the capacity referred to under Job Title on and from the Commencement Date until this agreement shall be terminated on the terms and conditions set out herein.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:

Authorised Signatory

(Name of Employee)

Date



ANNEX B- CTC Breakup

Akash Hanumant Ghanwat (SQY9399)

	Yearly CTC	Monthly CTC
CTC	275,000	22,916
Fixed Allowances		
Basic	92,930	7,744
HRA	46,278	3,856
Performance Linked Allowances*		
Special Allowance	120,116	10,010
Lunch	0	0
LTA	0	0
Uniform Allowance	0	0
Children Allowance	0	0
Books & Periodicals	0	0
Telephone allowance	0	0
Car Running & Maint	0	0
Employer Benefits		
PF (Employer Part)	11,152	929
LWF (Employer Part)	0	0
ESIC (Employer Part)	4,524	377
Monthly Gross	259,324	21,610
PF (Employee Part)	11,152	929
LWF (Employee Part)	0	0
ESIC (Employee Part)	1,044	87
P TAX	2,400	200
PA Cover	240	20
Mediclaime	0	0
Net Pay	244,488	20,374

*** Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.**

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:



Akash Hanumant Ghanwat
Employee ID: SQY9399
Date: 11/01/2024

Authorised Signatory

Date

(Name of Employee)

Handwritten signature and stamp in the bottom right corner.

MBATI - 19-20

INFINITY

Data Technologies Pvt. Ltd.

S. No. 176, AJ Towers, 2nd Floor, Dahanukar Colony, Kothrud, Pune - 411038, India Tel. : +91-20-25385589 Fax : +91-20-25383609

Date: 26th June, 2019
Emp. Code: BEP

Ref: APL/INF/7644

TO,
Mr. ABHIJIT SAHEBRAO PAWAR
At Post PalashiTq-Sengaon Dist-Hingoli-431703

APPOINTMENT LETTER

Dear ABHIJIT,

Further to your acceptance of offer of employment dated 26th June, 2019, you are hereby appointed as "Loan Processor" in our organization M/s Infinity Data Technologies Pvt Ltd (including its affiliate/sister/related companies namely Lenders allies LLC, USA, Infinity International Processing Services Inc, USA, Infinity Data Technologies Private Limited and Horizon Data Systems Private Limited) on the following terms and conditions and subject to your signing of the Employment Agreement detailing all the employment terms and conditions binding upon you, which is annexed as **Annexure A** attached to this Appointment Letter :

You will receive a consolidated salary of Rs. 15,000 /- (**Rupees Fifteen Thousand only**) per month.

Kindly consider your first day as 26th June, 2019.

Your Appointment with our organization would stand valid subject to a positive feedback after employment verification with your previous organizations.

You will discharge the duties and any other work directed by the Management.
Your services with the Company will be governed by the terms of this Appointment Letter, Employment Agreement and Company's rules in force and as amended from time to time.

You may be transferred to any of the Company's establishments including its affiliate/sister/related companies at any point of time without any change in your service condition(s).

Please sign and return the duplicate copy of this Appointment letter as token of your acceptance of terms and conditions of your appointment and employment with us.

For Infinity Data Technologies Pvt Ltd


Sagar Kenkar
Human Resource Manager



LETTER OF INTENT

To: **Madhani Janakar,**

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- | | |
|--------------------------|----------------------|
| a) Role | Process Executive |
| b) Role designation | PE |
| c) Job level | 2E |
| d) Date of Joining | 27 Jan 20 |
| e) Location of Posting | India |
| f) CTC (During training) | Rs. 15,214 per month |

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must agree while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions for a candidate:

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct fitness health checks.
2. You, as an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPM provides transport facilities to its employees, if the employee resides within the areas as specified by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient bus or dedicated bus lines and cabs depending on process locations. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended locality areas. Do note that complying to the transport policy is a mandatory organization requirement for employment. In case of non-compliance, Infosys BPM has the right to initiate any disciplinary action against such employees. In a worst case scenario, based on location and nature of transport, employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to taxation and that the base benefits component along with details of salary structure will be provided along with the offer letter.

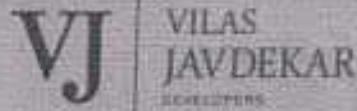
For any further queries, please mail _____ at call@infosys.com

As stated above, this letter is being issued for informational purposes only.

We request to counter-sign and return the duplicate copy of this letter to place on record on your email ID at the end of this letter.

INFOSYS BPM LIMITED
 (Formerly known as Infosys BPM Limited)
 Phase II, Plot No. 2422, Kalyaneshwari Industrial Park,
 Bangalore, India. Karnataka, India
 Dist. - 561107, India
 T: +91 22 6811 2000
 F: +91 22 6811 2000

Corporate Office
 Infosys BPM Limited
 Plot No. 24 A, 24 B, 24 C,
 Kalyaneshwari Industrial Park,
 Bangalore, India
 T: +91 22 6811 2000
 F: +91 22 6811 2000



Offer Cum Appointment Letter

Date: 18th July 2018

Mr. Shubham Rangise
Shikhar Apt,
Behind Trimurti Hospital,
Sinhgad Road
Pune-411041

Dear Shubham,

With reference to your application and the subsequent interview which you had with us, we are pleased offer you the position of "CRM Executive" starting from 23rd July 2018 on the following terms and conditions:

- 1. SALARY - With effect from the date of your joining service with us, your will be paid a total CTC of Rs. 2,34,000/- Per Annum.
- 2. The monthly salary details of which are as under:

Basic + DA	Rs. 9,000/-
HRA	Rs. 3,000/-
Conveyance Allowance	Rs. 900/-
Medical Allowance	Rs. 900/-
Other Allowance	Rs. 900/-
LTA	Rs. 1,800/-
Educational Allowance	Rs. 900/-
Gross Payable	Rs. 18,000/-

Please note that:

Management reserves the right to bifurcate the salary, merging or bifurcating with any other allowance/s

Management reserves the right to make all the statutory and necessary deductions from your monthly salary.

- 1. DUTIES: It should not be circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type time

Date: Jan 06, 2020
Offer No : QS1841479

ANMOL NAGNATH DYADE
FLAT NO 502 SWAMI SHRUTI NEAR DAGDI BUNGLOW
PUNE 411041
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **ANMOL NAGNATH DYADE**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to our Client under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JAN 21, 2020 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract .

TENURE:

The term of your Contract shall be valid from JAN 21, 2020 to DEC 07, 2021.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at PUNE.

POSITION:



You are appointed as RELATIONSHIP EXECUTIVE.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid DEC 07, 2021 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 7 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 7 day's notice.



However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated



accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Jan 21 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card



Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
Vice President-Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I have received Quess's Associate Manual and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name:.....

Signature:.....

Place:.....

Date:.....

Important : All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.



Compensation Sheet

Offer No: **QS1841479** Associate Name: **ANMOL NAGNATH DYADE**
 Designation: **RELATIONSHIP EXECUTIVE** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	14000	168000
Statutory_bonus	1166	13992
City Compensatory Allowance	949	11388
Gross Salary	16115	193380

Employer's Contribution		
Employer Provident Fund	1944	23328
Employer esi	524	6288
Total Contribution	2468	29616
Cost to Company: (CTC)	18583	222996

Deduction: (Subjected to change)		
Employee Esi	121	1452
Provident Fund	1794	21528
Professional Tax	200	2400
Total Deduction	2115	25380
Net Take Home	14000	168000

Dear

Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:<https://goo.gl/rqsMnr> or App Store / iOS : <https://goo.gl/DmHpEj>

You will get User Id and Password via SMS.



May Confidential

Page 6

This is a system generated letter

Offer No : QS1841479

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
 3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-206-9900

DISCLAIMER**To whomsoever it may Concern**

I, ANMOL NAGNATH DYADE , Offer ID QS1841479, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:**Associate Signature:***May be Confidential**Offer No : QS1841479**Page 7**This is a system generated letter***QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-208-9900



Techimo Transformations

Appointment Letter- Contract

Dear Shweta Pitekar,


I am delighted & excited to welcome you to **Techimo Transformations** as a **Software Engineer**. At **Techimo Transformations**, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly *meaningful* assignment experience with **Techimo Transformations**.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!!!

Kind Regards,

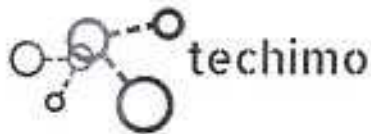


Ranjeet Naiknavare.

Founder | Techimo Transformations



Pitekar



Techimo Transformations

Annexure A

You shall be governed by the following terms and condition of service during your assignment with **Techimo Transformations**, and those may be amended from time to time.

1. You are being hired as a **Software Engineer** and Mr. Ranjeet Naiknavare would be your Reporting Manager and Mentor during the assignment. As a **Software Engineer** you would be responsible for End to End Website, Mobile Applications, CMS, CRM, SAP, SAAS etc.
2. Your date of joining is 20th March 2018. During the your employment period you are expected to devote your time and efforts solely to **Techimo Transformations**. You are also required to let your reporting manager know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. During the assignment you will be working at company office suited at, Anand Corner Building, First floor, Office no 03, Anand Park, Vadgaonsheri, Pune - 411014.
4. All the work that you will produce at or in relation to **Techimo Transformations** will be the intellectual property of **Techimo Transformations**. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your reporting manager.
5. We take data privacy and security very seriously and to maintain confidentiality of any candidates, customers, clients, and companies' data and contact details that you may get access to during your assignment will be your responsibility. **Techimo Transformations** operates on zero tolerance principle with regard to any breach of data security guidelines. At the time of leaving company you are expected to hand over all **Techimo Transformations** work/data stored on your Personal Computer to your reporting manager and delete the same from your machine.

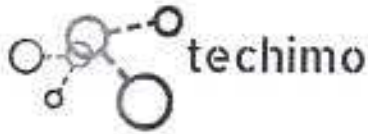




Techimo Transformations

6. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your existing organization). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
7. Under normal circumstances either the company or you may terminate this association by providing a notice of 60 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviours.
8. You are expected to conduct yourself with utmost professionalism in dealing with your manager, team members, colleagues, clients and customers and treat everyone with due respect.
9. **Techimo Transformations** is a start up and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
10. Expect constant and continuous objective feedback from your manager and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the **ONLY** way we all can continuously push ourselves to do better.
11. Have fun at what you do and do the right thing – both the principles are core of what **Techimo Transformations** stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.
12. Your monthly take home stipend would be INR.3000 for first 3 months. All the office related expenses (phone calls, Internet etc., if any) would be reimbursed on actual basis. You shall expect your monthly salary credited in your provided bank account by every 10th date, subject to banks holidays.





Techimo Transformations

13. Your working days would be from Mondays to Saturdays. Sundays you will have weekly off. All the unplanned leaves will be counted as LWP. You will be eligible to get Comp off against worked on holidays/weekly offs.
14. Upon completing 3 months at **Techimo Transformations** and subject to your overall previous performances, we shall offer you full time job opportunity with higher salary and different responsibilities.

I have negotiated, agreed, read and understood all the terms and conditions of this assignment letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date: 20/3/2018

Signature:

Place: Pune

Name:

Shweta Pitekar





Corelife Wholefoods Pvt. Ltd.

CIN : U01110PN2017PTC168974

REF: Core life/HR/OFFER/2020-21/

DATE: 01/04/2020

To,
Mr. Pratapvant Vilas Salgar,
A/p- Umbre (Page), Tal- Pandharpur,
Dist- Solapur 413 302

SUBJECT: OFFER LETTER

Dear Pratapvant Salgar,

With reference to your interview, we are pleased to offer you employment in our Organisation as "Project Co-Ordinator".

The detailed appointment Order will be issued to you at the time of joining at our Core life Wholefoods Pvt Ltd, Solapur office.

You are requested to join us after the Government Lockdown period. In the event of failure to join us after the lockdown period, this offer letter stands canceled unless and until extended in writing.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same.

Thanking you,



Pratapvant Salgar
Project Co-Ordinator
AUTHORISED SIGNATORY

ACCEPTED & JOINING ON
NAME OF THE CANDIDATE
SIGNATURE

.....
.....

CWPL/ F - HR / 07 / Rev-0

Page 1 of 1



SLK GLOBAL SOLUTIONS

Branch Office: #3, Building No 2, Commerzone,
6th & 7th Floor, SY #144/145, Samrat Ashok Path,
Yerwada, Pune - 411006, India T+91 20-40118500



Date: 14 May, 2021

To whomsoever it may concern

Permission to work from office

SLK Global Solutions Private Limited, a Company having its registered office at SLK Green Park, 3rd & 4th Floors, Tower B, Amin Properties LLP SEZ, Sy. Nos. 19, 20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural- 562110 has one of its offices located at Branch Office: #3, Building No 2, Commerzone, 6th & 7th Floor, SY #144/145, Samrat Ashok Path, Yerwada, Pune - 411006.

The Company provides IT /ITES services in Banking, Financial & Insurance segment and the said services fall under essential services category which can only be performed in a secured working environment within offices due to strict data security norms.

As per the recent circular no. DMU/2020/CR.92 DisM-1, Dated 12th May, 2021 and its amendments issued by Maharashtra Government, there are restrictions imposed due to lockdown and working from office. SLK Global being an essential service provider, it is required that the below detailed employee of SLK Global Solutions Private Limited, commutes to and fro between his/her residence to office to perform the services from office.

Name of the Employee	: Suraj Munde
Address of the Employee	: near by zeal collage narhe pune 411041
Employee ID	: 118369
Contact Detail	: 7875891962

Request to facilitate the above. We hereby declare to abide by all the regulations to maintain safety and such other rules as may be mentioned in the said order and such State & National orders from time to time.

The Company has issued this declaration only for the employee to commute to and from the office, any misuse of this declaration shall lead to its cancellation immediately without any responsibility whatsoever on the Company or its issuing officer. This permission letter would hold good till 1st Jun, 2021 or till further guidelines issued by Government.

Thanking You,

HR Head
SLK Global Solutions Pvt. Ltd.

Regd. Office: SLK Global Solutions Pvt. Ltd. (formerly known as SLK Global BPO Services Pvt. Ltd.),
SLK Green Park, 3rd & 4th Floor, Tower B, Amin Properties LLP SEZ, Survey Number 19, 20, 20/1



APPT/SLKGLOBAL/2020

01 February 2021

Suraj Shanteshwar Munde

near by zeal collage narhe pune 411041

Dear Suraj,

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as "**Associate Team Member**". Your appointment with SLK Global Solutions Private Limited (the "**Company**") is effective from the **01 February 2021**

The terms and conditions of your employment with us are as follows:-

- 1. Compensation:** You will be paid remuneration for your services as per the annexure to this letter.
- 2. Annual Appraisal and Compensation Review:** Performance assessment is carried out on a periodic basis. However, the compensation and role review is linked with the annual appraisal (consolidated for entire year) and is carried out under the Company's policies and guidelines prevailing at that point of time.
- 3. Retirement:** The retirement age is 58 years. Your employment shall automatically cease on the last working day of the month in which you turn 58 years.
- 4. Probation:** You will initially be on a probation for a period of [6] months from the Effective Date. Your confirmation is subject to your satisfactory performance during the period of probation, which shall be confirmed to you and documented by the Company. The Company reserves the right to a) extend the period of probation and b) terminate employment at any time during the probation period by providing you a notice of [15] days or payment in lieu thereof.
- 5. Background Check:** Your employment is subject to satisfactory completion of a standard background check to verify your antecedents and testimonials. You agree that the you have

Regd. Office: SLK Global Solutions Pvt. Ltd. (formerly known as SLK Global BPO Services Pvt. Ltd.),
SLK Green Park, 3rd & 4th Floor, Tower B, Amin Properties LLP SEZ, Survey Number 19, 20, 20/1 Pujanahalli
Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India)



no objections to the Company carrying out such verification and agree to provide all requisite information that may be sought from you for the same.

- 6. Full time employment and Conflict of Interest:** Your position in the Company is a full time employment and thus, you will work exclusively for the Company. You will not take up any other work/job/position, permanent or temporary (whether as a director, consultant, partner, advisor, mentor, trustee, employee, officer, etc.), either for remuneration or on advisory capacity in any other trade or business during the period of your employment with the Company, without prior written permission of the board of directors of the Company or any person authorized by the board in this behalf.

You agree to submit a conflict of interest declaration to the Company if any of your relatives or family members are appointed/engaged by the Company or any business similar and/or competing with the business of the Company, directly or indirectly (either as employees, consultants, directors, officers, contractors or otherwise), at the time of their appointment or engagement, as the case may be.

Further, you will not (directly or indirectly), without the prior written consent of the board of directors of the Company or any person authorized by the board in this behalf, engage, influence, order and/or recruit any individual who was and/or is related to you (professionally and/or personally), to perform services for the Company or you.

- 7. Place of Work:** Your principal place of work shall be [Pune, India].
- 8. Transfer or Deputation:** You will be liable to be transferred or deputed in such capacity as the Company may from time to time determine, to any other location, department and branch of the Company or its clients' sites in India or abroad at no extra remuneration. You further agree to undertake such travel within India or outside India, from time to time, as may be necessary in the interest of the Company's business.
- 9. Attendance and Punctuality:** You will be required to follow normal working hours of the location to which you are assigned. You will also be required to work on shift depending upon business exigencies. If necessary, you shall work such additional hours as may be necessary for the performance of your duties effectively. You will be regular and punctual in your attendance. Any leave or late coming to office must have prior approval by the Company and must be intimated to the reporting manager by you well before the start of shift.
- 10. Leave:** You shall be entitled to leave in accordance with the Company's leave policy for its employees, as in effect from time to time.
- 11. Representation and Warranties:** You represent and warrant to the Company that each of the following statements with respect to yourself is true, accurate, complete and not misleading in any manner:



- i. You have the power and authority to execute this letter, and to fully perform your obligations hereunder in accordance with the terms hereof.
- ii. You have carefully read and fully understand all provisions contained herein.
- iii. The execution, delivery and performance of this letter by you will not violate, conflict with, or cause a default under any of the agreements relating to your previous employment(s), contract, instrument, order, judgment or decree to which you are a party or by which you are bound;
- iv. You are not bound by any restrictive covenants including any non-competition, non-disclosure and non-solicitation covenants pursuant to any previous employment contracts.
- v. You are free to enter into employment with the Company without violation of the rights of any person including that of any of your previous employers or business partners.
- vi. You are not a party to any arrangement or agreement which will adversely affect your ability to carry out your duties pursuant to this letter.
- vii. The performance of your obligations under this appointment letter will not breach any contract to maintain confidential any proprietary information acquired by you prior to your employment with the Company.
- viii. All information provided by you to the Company (and/or any of the group companies) is true and accurate.
- ix. You are not in possession of any confidential information or any proprietary information, intellectual property or any other tangible or intangible materials belonging to any person including any of your previous employers or business partners.

12. Confidential and Proprietary Information: You will not at any time, without the prior written consent of the Chief Operations Officer of the Company, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise. You will be required to sign an undertaking to this effect.

13. Intellectual Property Rights:

13.1 All right, title and interest in and to all inventions, copyrights, patents, trademarks, service marks, source codes, software, design rights, trademarks, trade names, service names, trade dress, logos and corporate names and other intellectual property which are conceived, developed or created by you during the course of your employment with the Company or resulting from such employment, including all registrable patents and any other rights which



may subsist therein (the "Intellectual Property"), shall be held and owned solely by the Company, and all Intellectual Property shall be considered as having been made under a contract of service. You shall mark all Intellectual Property with the Company's copyright or other proprietary notice as directed by the Company and shall take all actions deemed necessary by the Company to protect the Company's rights therein. The Company shall be the first owner of all Intellectual Property (including all rights therein) you conceive or develop during the term of your employment. To the extent any rights in such Intellectual Property are not automatically owned by the Company, You, in consideration of your employment with the Company, hereby irrevocably transfer and assign to the Company, your entire right, title and interest in and to each and every such Intellectual Property. You agree that such assignment shall be perpetual, worldwide and royalty free. For the avoidance of doubt, the Company shall have a right to freely develop and alter such material, results and Intellectual Property rights and to license and assign them to third parties.

13.2. You agree to disclose promptly to the Company full details of any and all Intellectual Property. You agree that as and when requested by the Company, you shall execute all papers that may be necessary to obtain trademarks, service marks, patents, copyrights or other rights in the Intellectual Property in favor of the Company.

13.3 Any assignment of Intellectual Property pursuant to this letter includes all rights of paternity, integrity, modification, disclosure and withdrawal, and any other similar rights in perpetuity throughout the world that may be known as or referred to as 'moral rights' (Moral Rights). To the extent that Moral Rights cannot be assigned or waived under applicable law, you hereby waive and agree not to enforce any and all Moral rights, including, without limitation, any limitation on subsequent modification, to the extent permitted under applicable law.

13.4 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree to waive any right to and shall not raise any objection or claims to the Copyright Board with respect to assignment, pursuant to section 19A of the Copyright Act, 1957. You also agree to assist and co-operate with the Company in perfecting the Company's rights in the Intellectual Property.

13.5 You acknowledge that there are no currently existing ideas, processes, patents, copyrights, trademarks, service marks inventions, discoveries, marketing or business ideas or improvements or other intellectual property which you desire to exclude from the operation of this letter. You represent and warrant that there is no other contract to assign inventions, patents, trademarks, service marks, copyrights, ideas, processes, discoveries or other intellectual property that is now in existence between you and any other person.

14. Use of Software Licenses / Internet / E-Mail: The Company disclaims any misuse or illegal use by you of Software Licenses available on the Internet or otherwise. The employee shall hold harmless, defend and indemnify the Company and its officers, directors, employees, successors and assigns, from and against any and all claims, demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines,



judgments, settlements, expenses (including attorneys' and accountants' fees and disbursements) and costs (collectively, "Claims"), incurred by, borne by or asserted against the Company on account of any such misuse or illegal use of software and software licenses or through the illegal usage of the Company's e-mail by the employee. You will be required to sign an undertaking to this effect.

You further agree and understand that the Company may use various modes to ensure that the internet, e-mail, facilities and other communication systems provided by the Company are used in an appropriate manner. These may include scanning, reading, inspection, scrutiny of e-mails sent and received, and websites visited or created by you. You acknowledge that you do not have any expectation of privacy when using the Company's resources. For the avoidance of any doubt, and for the limited purpose of safeguarding the Company's confidential and proprietary information, the Company shall have the right to monitor any personal e-mail or social media forum that may be accessible to you from the Company including but not limited to Gmail, Hotmail, Yahoo, Facebook, Twitter, etc.

15. Policy on Anti Sexual Harassment: The Company disapproves sexual harassment of any kind in the Company. As such the Company has a well defined Anti- Sexual harassment policy. You are expected to be aware and strictly adhere to the said policy and not indulge any kind of behavior that will be deemed to in violation of the same. Indulging in sexual harassment is a misconduct and will attract strict disciplinary action as per the terms of the said policy and the rules of the Company and the applicable laws.

16. Term: Your employment with the Company will commence on the Effective Date and shall continue until terminated in accordance with Clause 18 of this letter.

17. Termination:

17.1 Termination with immediate effect:

Notwithstanding anything contained in this letter, the Company may terminate employment contemplated under this letter at any time without notice or payment in lieu of notice, for cause, including but not limited to (i) gross neglect or material breach of your principal employment responsibilities or duties; (ii) being found guilty of a crime involving moral turpitude; (iii) being involved in any financial impropriety or fraud in the course of employment with the Company or any of its affiliates; (iv) providing false information regarding educational qualifications and experience; (v) material violation of the Company's policies; (vi) repeated failure to comply with lawful directions of the Company (and/or any of the group companies) and its officers; (vii) breach of the terms of this letter and breach of representations and warranties; (viii) unethical business conduct;(ix) any form of



harassment including sexual harassment while employed with the Company; (x) unauthorized disclosure of confidential information of the Company; (xi) breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company (and/or any of the group companies); and (xii) habitual unauthorized absence or unauthorized absence for a period exceeding [8] days.

17.2 Resignation by the Employee: You may voluntarily resign from employment with the Company at any time on giving prior written notice of 1 months to the Company. The Company may at its sole discretion waive all or part of the notice or allow you to make payment to the Company in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by you without the express consent of the Company.

17.3 Termination by the Company other than for Cause: Notwithstanding anything to the contrary contained herein, the Company is entitled to terminate your employment under this letter by giving you two months' written notice or payment in lieu thereof. The Company may waive or reduce any period of notice by making payment of salary in lieu of such shortened notice period.

18. Separation Procedure: On resignation/termination of your employment with the Company, you will immediately return/hand over to the Company, before the last working day, all the correspondence, specifications, books, literature, drawings & other records belonging to the Company or relating to Company's business including but not limited to all Confidential Information of the Company and all assets provided to you as a part of your employment with the Company and shall not make or retain any copies of the same.

Immediately after serving notice of resignation/termination of your employment with the Company, the Company shall designate an officer to whom you shall hand over your charge. Such officer may be your immediate manager or any other employee of the Company who may be designated for this purpose. You shall ensure that besides handing over the property of the Company as mentioned above, you shall do all things necessary to transfer the information and knowledge pertaining to projects and assignments on which you were working to the officer taking over charge to the satisfaction of the officer. You shall not be relieved from the services of the Company till such time as the designated officer certifies for having taken over charge.

You may also be required to sign such additional documents including but not limited to a full and final settlement and release letter, as the Company deems fit at the time of your exit and the execution of such documentation shall be a pre-requisite for the payout of your full and final settlement.

19. Non-Competition and Non-Solicitation:

Regd. Office: SLK Global Solutions Pvt. Ltd. (formerly known as SLK Global BPO Services Pvt. Ltd.),
SLK Green Park, 3rd & 4th Floor, Tower B, Amin Properties LLP SEZ, Survey Number 19, 20, 20/1 Pujanahalli
Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India)



19.1 You shall not during the employment period and for a period of 12 (twelve) months thereafter: carry on or be concerned, engaged or interested, directly or indirectly (including through any affiliates), in India or elsewhere in the world, in any capacity whatsoever (including in any advisory or non-executive capacity), whether for profit or not, in: (a) any trade, business or activities competing with the business of the Company (and/or any of the group companies) or similar to the business of the Company (and/or any of the group companies), and (b) any trade, business or activities of the Company (and/or any of the group companies) that you have been engaged or involved in previously;

- i. either on your own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), do or say anything which may lead to any person ceasing to do business with the Company (and/or any of the group companies) on substantially the same terms as previously (or at all);
- ii. either on your own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), endeavour to entice away or solicit from the Company (and/or any of the group companies) any person who is a crucial or key employee or any other employee or consultant, client, customer, business partner, franchisee, supplier, service provider, agent or distributor of the Company (and/or any of the group companies);
- iii. either on your own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), have any dealings with any person who was or is a crucial or key employee or any other employee or consultant, client, customer, business partner, franchisee, supplier, service provider, agent or distributor of the Company (and/or any of the group Companies), with whom you had been engaged or involved by virtue of your duties as a employee; and
- iv. join or be concerned, engaged or interested, directly or indirectly (including through any affiliates), in India or elsewhere in the world, in any capacity whatsoever (including in any advisory or non-executive capacity), whether for profit or not, in any vendor, client or customer of the Company or its affiliates without the prior written consent of the board of directors of the Company or any person authorized by the board in this behalf.

19.2 Each of the restrictions contained in this Clause 19.1 is separate and distinct and is to be construed separately from the other such restrictions. You hereby acknowledge that you consider such restrictions to be reasonable both individually and, in the aggregate, and that the duration, extent and application of each of such restrictions are no greater than is necessary for the protection of the goodwill of the business and the Company (and/or any of the group companies) and the remuneration being paid to you hereunder takes into account and adequately compensates you for any restriction or restraint imposed thereby. However, if any such restriction shall be found to be void or unenforceable but would be valid or enforceable if some part or parts thereof were deleted or the period or area of application reduced, you hereby agree that such restriction shall apply with such modification as may be necessary to make it



valid.

19.3 The Company and you agree that this Clause 19 may be specifically enforced by preliminary and permanent injunction, it being acknowledged that a breach of this Clause might cause injury in respect of which damages would not provide an adequate remedy.

20. Personal Information: You agree and understand that the Company (and/or any of the group companies) may, from time to time, during the course of your employment, require information from you (the "Information") including information that may be classified as "sensitive personal data or information" under the Information Technology Act, 2000. You hereby authorize the Company (and/or any of the group companies) to collect, store, transmit using computer resources and use any and all Information (unless restricted by applicable law) provided by you to Company (and/or any of the group companies). You further authorize the Company (and the relevant group companies) to disclose the Information to other group companies or other persons for legitimate business reasons or for any other reason that the Company (and/or the relevant group company) may deem necessary irrespective of whether such group companies or third parties are located in India or any other country.

21. Others: The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Company as applicable from time to time, for your category in the Company.

22. Indemnity: You agree to indemnify and hold harmless the Company and/ or any other group company and each of their affiliates, directors, shareholders, officers, agents and other employees for any and all losses suffered or incurred by any of them resulting from or arising out of or connected with (a) any misrepresentation or inaccuracy in, or breach by you of, any representations and warranties, (b) any breach by you of any obligation, undertaking, term or covenant under this letter or (b) any negligence on your part in carrying out your duties under or pursuant to this letter.

23. Entire Agreement: This letter and the schedules and documents referred to herein contain the entire understanding of the Company and you with respect to your employment by the Company and supersedes any and all prior understandings, written or oral, between you and the Company.

By signing this letter, you hereby waive all claims that are existing or may accrue or exist under any such prior agreements. This letter shall not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this letter, and signed by you and a duly authorized representative of the Company.

ZEEBA EDUCATION SOCIETY'S
Dnyanganga College of Engineering & Research
 Narahalli, Pune 411



LIBRARY MEMBERSHIP FORM

Librarian Sign

Necessary Documents: Admission receipt & passport size recent photographs. Recent Passport Size Photo

circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law, the remainder of this letter and the application of such provision to persons or circumstances shall not be affected thereby and each provision of this letter shall be valid and enforceable to the fullest extent permitted by applicable law. Any invalid or unenforceable provision of this letter shall be replaced with a provision, which is valid and enforceable and most nearly

1. **Name of the Member:** _____
 (Surname) (First name) (Middle name)

25. **Governing Law:** This letter shall be construed and enforced in accordance with the laws of India. Courts of competent jurisdiction shall have exclusive jurisdiction and venue to try and proceed to enforce this letter and any objections to such jurisdiction and venue are hereby waived.

2. **Branch / Department:** _____ **Year:** P.E. / S.E. / T.E. / B.E.

26. **Set Off:** Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled to set off any amount owing to it from you for any reason whatsoever against any amounts as may be owed to you by the Company and the exercise of such set off by the Company shall be in full and final discharge of the obligations of the Company to you and you shall have no claims against the Company in this regard.

27. **Terms and Conditions:** This letter shall be subject to the terms and conditions of the Memorandum and Articles of Association of the Company and all other terms and conditions of the Company and all other terms and conditions of the Company shall be binding upon you and your personal representatives. **Mobils No.:** _____

28. **Termination:** This letter shall terminate on the date of your resignation or termination of your employment pursuant to this letter. The requirements and covenants of such clauses shall be binding upon your personal representatives. **Gender:** Male / Female **Blood Group:** _____

29. **Admission Receipt:** In token of your acceptance of these terms and conditions, you shall submit a copy of this letter to the Registrar / Accountant. **Fees Paid Rs.:** _____

We welcome you to 'SLK' family to be a part of the resonant team visioning to excel and wish you a rewarding career with us.

Yours sincerely, _____ **Registrar / Accountant Sign.**
 Date: _____

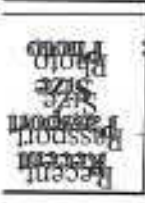
For SLK Global Solutions Pvt. Ltd. **2. Branch / Department:** _____
3. Year: P.E. / S.E. / T.E. / B.E.
 (Surname) (First name) (Middle name)

REMARKS: _____
WRITE IN CAPITAL LETTERS
 Ankurnath Berry
 Vice President - HR

LIBRARY MEMBERSHIP FORM

Librarian Sign: _____
Librarian Sign. _____

Regd. Office: SLK Global Solutions Pvt. Ltd. (formerly known as SLK Global BPO Services Pvt. Ltd.),
 SLK Green Park, 3rd & 4th Floor, Tower B, Amin Properties LLP SEZ, Survey Number 19, 20, 20/1 Pujanahalli
 Village, Devanahalli Taluk, Bangalore Rural District, Karnataka (India)





I have read and understood the terms and conditions of employment as contained in this appointment letter and also the HR Policies of the Company and agree to strictly abide by the same.

I also understand that these policies are subject to change at the sole discretion of the Company.

Signature _____ Date: _____

Full Name: Suraj Shanteshwar Munde
EMP ID 118369

Shivai Profesional Services

Office address ; 352/353, shaniwar peth, shinde par chowk

Pune - 411030

Email : nitinajadhav@yahoo.com / shivaiconsultancy@gmail.com

21/12/2018

Ref - S/P/2018-19

To

Prakash Gajanan Dhembare

At post Shripalwan Tal. Man dist. Satara

Satara - 415503

Sub- appointment as on Junior accountant

Dear Mr. Prakash G. Dhembare

With reference to your personal interview, we are pleased to appoint you for the post of junior accountant in our organization. You will probation for a period of three months

You will be paid monthly salary of Rs. 12000/- (in hand/ take home salary) for three months and Rs. 18000/- onward if your performance found satisfactory.

Your duty hours will be 10.30 a.m. to 6.30 p.m.

MBA II 19-20

41, 22, 32, 15, 37, 33



Pandurang Patil <pandurang.patil@zealeducation.com>

Just Dial Selects List

1 message

Aditi Jha <aditi.jha@justdial.com>

Mon, Feb 24, 2020 at 1:18 PM

To: pandurang.patil@zealeducation.com

Cc: Madhulika Singh <madhulika.singh@justdial.com>, ju.pote@justdial.com, Sneha Shinde <sneha.shinde@justdial.com>, "vaibhav.patil" <vaibhav.patil@justdial.com>

Dear Sir,

Please find the list of selected candidates from Just Dial Ltd:-

They need to report to Swargate office for Joining tomorrow by 10.00 am.

Sr.No	Name		Dept	Contact	Mail-id	Profile	Location
1	Anmol	Dyade	Sales & Marketing	7719079108	dyadeamol@gmail.com	CIC	Pune
2	Amol	Pawar	Sales & Marketing	7350251074	amolpawar1196@gmail.com	CIC	Pune
3	Nilesh	Das	Sales & Marketing	8600501760	dhasnilesh10@gmail.com	CIC	Pune
4	Akash	Mane	Sales & Marketing	9359532211	akashmane8897@gmail.com	CIC	Pune
5	Akshay	Zinjurte	Sales & Marketing	8975091476 / 98834452561	akshayzinjurte24@gmail.com	CIC	Pune
6	Sushant	Sawant	Sales & Marketing	7387974427 / 7743997443	sushantsawant0013@gmail.com	CIC	Pune

Regards,

Aditi Jha

Sr.Executive-Human Resources

Just Dial Ltd

020-26856222-4012

Pune

Just Dial Limited (Justdial)

Get your JD app: Android| iPhone| Windows| Blackberry

Justdial Features in:

TechCircle.in: Advice for Budding Entrepreneurs

Mint: The Learnings of VSS Mani

Forbes: Justdial's E-Gamble

Business World: Minting Money

INC India: How to Ride When the Going Gets Tough

Man's World: Men of The Year 2013 - VSS Mani

<http://www.justdial.com/emaildisclaimer>

Date: 25th Jan, 2020

To,
 Mr. Pandurang Patil (Placement Co-ordinator)
 M/s. Zeal Institute of Business Administration
 (Computer Applications & Research)
 Narhe, Pune

Sub : Recruitment of Your students at our Organization

Dear Sir,

As per Subject following students of your institute are employed at our Organisation from 6th Jan 2020.

S.No	Name
1.	Mr. Prasad Babasaheb Pawar
2.	Mr. Dattatray Sharad Patil
3.	Mr. Ravi kumar Mahant
4.	Mr. Shubham Ashok Chaudhary

They have been recruited as Sales Executives (Fresher's). They are on training period for 3 months.

Thanking you with warm regards.

For : Admark Digitech Pvt Ltd
 (Director)



AETHRA LE D'LIGHT



UNICNC
 UNIQUE & PRECISE

Unibend
 UNIQUE & PRECISE BENDING

Corporate Off : No. 97-100, Third Floor, G wing, K.K Market, Balajinagar, Near Shankar Maharaj Math,
 C. D. Deshmukh Marg (Old Pune-Satara Road), Pune, Maharashtra, Pin : 411043.
 Ph : 020 - 4120 1133, Cell : 9823838393, 9765560014, E-mail : deepak@admarkdigitek.com
 Visit us at : www.admarkdigitek.com

MBA II - 19 - 20

13, 18, 19, 16, 103



Pandurang Patil <pandurang.patil@zealeducation.com>

Joining of your Students

2 messages

HR <hr@crescendoworldwide.org>

Thu, Jan 23, 2020 at 6:34 PM

To: pandurang.patil@zealeducation.com, patil.zealdicer@gmail.com, placement.doer@zealeducation.com

Cc: viragbarga@gmail.com, Pratiksha Jaware <pratiksha@crescendoworldwide.org>

Dear Team,

Following is the list of Students who are selected in our Organization. They need to report Tomorrow **10 am** with the Document List already given to them:

1. Ganesh Selukar
2. Kedar Tambe
3. Shambhavi Devkate
4. Poonam Shivtare
5. Karan Kabade
6. Vaibhav Aundhakar
7. Apurva Pawar

We look forward to welcome them !!

Thank You !!



Asia HQ: 1st, 2nd, 3rd Floor
Manohar Building, Taware Colony,
Pune 411009, Maharashtra, India.

Europe HQ: 29 Wöhler Strasse,
30163 Hannover, Lower Saxony,
Germany.

HR Department

T: +91 960 76 54365 (INDIA)

M: +91 844 60 08013 (INDIA)

E: hr@crescendoworldwide.org

Follow Us:     


Pandurang Patil <pandurang.patil@zealeducation.com>
To: Ganesh Selukar <gselukar57@gmail.com>


Thu, Jan 23, 2020 at 9:19 PM


[Quoted text hidden]


12 attachments



CRESCENDO
WORLDWIDE
image001.png
8K


 **image002.png**
1K


 **image003.png**
1K

 **image004.png**
1K

 **image005.png**
1K


 **image006.png**
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 **image005.png**
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 **image004.png**
1K

 **image006.png**
1K


CRESCENDO
WORLDWIDE
image001.png
8K

 **image003.png**
1K

 **image002.png**
1K



APPOINTMENT LETTER

DATE: 8th February 2020

To,

Shivani Salvi

Subject: **Appointment Letter for training**

Dear Shivani,

Further to the interview you had with us we are pleased to appoint you as **Digital Marketing Trainee** in our company. You will be on training for a period of one month effective date of 17th February 2020, consolidated stipend of **7000/- (Seven thousand Rupees)** will be paid to you for this training program. Your place of training will be Pune. Based on your capabilities and performance on this training you will be considered for full time job role. Your services will be confirmed in writing after successful completion of your Training period. I am anticipating that you will accept this offer by **10th February 2020**, and your joining date for this training is scheduled to be from **17th February 2020**. You will also be required to submit the following documents on the date of your reporting:

- a. 10th and 12th, graduation all semester mark sheets with provisional certificate and post-graduation all semester mark sheets with provisional certificate.
- b. 1 passport size photograph.
- c. Government ID proof(Adhar card, PAN card)

Please indicate your acceptance of this offer by revert on this mail.

I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me.


Sincerely,

HR Department

BM Consulting, Pune

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
 Form - 'F'
 [File File 8]

APPLICATION FOR INTIMATION

Application ID	103126522103			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2131000315155316			
Division / विभाग	Pune			
District / जिल्हा	Pune			
Office Name	Shop Inspector Office, Churchwad, Address- Gauri Building, Near Churchwad Railway Station, (Maldhotra), Churchwad, District-Pune.			
Name of the establishment / आस्थापनेचे नाव	MR GOLD गिड्डा गोल्ड			
Previous details of establishment / आस्थापनेची पूर्वीची हरविस्तार माहिती	New Registration			
Postal address and situation of the establishment / (आस्थापनेचा पत्ता)	S.NO.26, GULMOHAR COLONY, VISHAL NAGAR, NEW DP ROAD, OPP DOMINOZ PIZZA, PIMPLE NEARH, P.O.M.C. PIMPRI CHINCHAWAD (MUNICIPAL CORPORATION), HAVELI, PUNE, 411027		२६, नं. २६, गुलमोहार कॉलनी, विशाल नगर, न्यू डीपी रोड, डॉमिनो पिझ्झा समोर, पिमपळे निलखणे, पी.एम.सी. पिंपरी चिंचवड (नगरपालिका) हवेली, पुणे, ४११०२७	
Mobile / संपर्कासाठी क्र.	7276458899			
Emailid / ई-मेल आय डी	skash@ujba25@gmail.com			
Date of commencement of business / व्यवसाय सुरु करण्याचा दिनांक	23/02/21			
Nature of Business / व्यवसायाची प्रकृत	ICE CREAM HLRY		आइसक्रीम हलरी	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात किंवा खाजगी क्षेत्रात का	Private			
No. of Employee	Men	Women	Transgender	Total
	1	0	0	1
Name of the Employer / साहकारीचे नाव	AKASH ARVIND SHUBAL		साहकारी अरविंद शुबल	
Residential Address of the Employer / साहकारीचा निवासस्थानाचा पत्ता	NEAR BHARATNATH MANJIP NHA, BANER P.M.C, BANER, HAVELI, PUNE, 411045		जिगर प्रशस्तता मंदिर, एन.आय.ए. बानेर, पी.एम.सी., बानेर हवेली, पुणे, 411045	
Widern Since / सुरुवात	12			
Status / Designation	PARTNER			
Mobile No	7276458899			
Email ID	skash@ujba25@gmail.com			
Shop No	562939250147			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाचे निवासस्थानाचा पत्ता				
Shop No				

Author No:	
Category Of Establishment / अस्थापना प्रकार	Food Service Establishment
Category Of Establishment Type / अस्थापना प्रकार	ICE CREAM HUB
Type of organisation / अस्थापना प्रकार	Partnership

Details Of Partner/ Director / Trustee / Committee Members

Sr. No.	Partner Name	Partner Address	Partner AadharNo	Partner MobileNo	Partner EmailID
1	KAPIL SANJAY PIMPHE	HOLISE NO-21, NEAR PMC SCHOOL, BANER, PUNE-411005	645290904575	9981613355	kapil1515@gmail.com

Name of the member of employer's family employed in the establishment / अस्थापनात नोकरीत असलेल्या नात्यातल्या कुटुंबातील इतर सदस्यी ना	NA					
	ग					
	<table border="1"> <thead> <tr> <th>Men / पुरुष</th> <th>Women / स्त्रिया</th> <th>Transgender / इतर</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Men / पुरुष	Women / स्त्रिया	Transgender / इतर	0	0
Men / पुरुष	Women / स्त्रिया	Transgender / इतर				
0	0	0				

Self Declaration / स्वयंघोषनाम

I BHULBAL AKASH ARVIND, hereby solemnly affirm and state that the business which I BHULBAL AKASH ARVIND have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I BHULBAL AKASH ARVIND, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I BHULBAL AKASH ARVIND, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I BHULBAL AKASH ARVIND, am/are fully aware about the consequences of giving false information. If the information is found to be false, I BHULBAL AKASH ARVIND, shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and for any other law applicable thereto.

I BHULBAL AKASH ARVIND, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I BHULBAL AKASH ARVIND, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I BHULBAL AKASH ARVIND, will not undertake any illegal activity or any business prohibited in law in force in India.

I BHULBAL AKASH ARVIND, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I BHULBAL AKASH ARVIND, hereby declare that the copies attested by me are true copies of original documents. I BHULBAL AKASH ARVIND, shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and for any other law applicable thereto.

I BHULBAL AKASH ARVIND, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Services) Act, 2017 (Mah. LXXI of 2017) and the Rules and orders passed thereunder by any Authority.

मै भुलबल अकाश अरविंद, याद्वारे स्वयंघोषनाम देण्यात आलेले आहे आणि असे नमूद करतो/करते की, मी/आम्ही सुरू केलेल्या व्यवसायावर कोणताही बंदी घालण्यात आलेला नाही आणि मी/आम्ही कोणताही अयोग्य व्यवसाय चालवत नाही. कोणताही अयोग्य व्यवसाय चालवत असल्याचे माझे/आमारे ज्ञान नाही. माझे/आमारे ज्ञान असल्यास असेही आहे. माझे/आमारे ज्ञान असल्यास असेही आहे. माझे/आमारे ज्ञान असल्यास असेही आहे. माझे/आमारे ज्ञान असल्यास असेही आहे.

MBA II - 19-20

D Mart

Avenue Supermarts Limited

Plot No. B-72 & B-72A, Wagle Industrial Estate, Thane (West) , Maharashtra, India - 400 604

Tel: 91 22 33400500 • Fax: 91 22 33400599 • e-mail: info@dmartindia.com • Website: www.dmartindia.com

CIN: U51900MH2000PLC126473

REGISTERED ADDRESS: Anjaneys, Opp. Hiranandani Foundation School, Powai, Mumbai, Maharashtra, India - 400076

OFFER LETTER

Date: 3rd June 2019

Applicant ID- 16953

Ms. Ruchira Hingmire
Survey N-16, Lane Number 1, Sukhsagarnagar,
Katraj, Pune-411046

Dear Ms. Ruchira Hingmire,

With reference to your application and our mutual discussions in respect of your interest in our organization, we are pleased to offer you the position of Sr. Officer in F3 grade.

You will join latest by 1st July 2019 after which this offer would remain automatically withdrawn unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company

Your primary place of posting will be at Pune. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates or any Group company which may come into existence in future, in India or Abroad.

You will be on probation for a period of six months from the date of joining.

Your compensation is on total Cost to Company (CTC) basis, as mutually agreed upon.

You are required to submit the following documents, if not submitted earlier,

1. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
2. Three copies of your recent passport size photographs with light blue background.
3. Relieving letter from your last employer in case you are/were employed.
4. Copy of PAN Card.

You are requested to send us your acceptance within 3 days of receipt of this offer letter after which this offer letter will lapse.

We look forward to your joining our team for a long, successful and pleasant association.



Authorized Signatory
Avenue Supermarts Ltd.

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same. I would join on _____

SIGNATURE: _____ NAME: _____ DATE: _____



MBAII - 19 - 20

Date: 18/09/2019

Dear Amit Admane,

Subject: Offer of Employment

In continuation of our discussions, based on your profile and performance in the selection process, ZoloStays Property Solutions Pvt. Ltd. (Zolo) is pleased to extend the following offer of employment to you:

Position/Title:	Growth Associate
Date of Joining:	23-Sept-2019
Location:	Pune

Total CTC: Your all-inclusive annual cash CTC will be Rs.360000/- (3 lacs 60 thousand only)

This includes all benefits, phone and fuel allowances. No fuel allowance would be paid separately in case of any travel within your base location. The detailed break-up of the pay structure will be provided along with the employment agreement.

Additionally, please note the following:

There is a training charge of **Rs 0** which would be recovered from you by Zolostays, in case you leave before 6 months of continuous employment.

We look forward to your acceptance of the offer and to a mutually beneficial and enduring relationship. Kindly confirm your acceptance of this offer letter by sending a reply email stating "I accept the offer" within 48 hours. Please note that upon expiry of 48 hours, this offer would stand automatically terminated unless and until otherwise communicated.

Please note that once we receive your acceptance, we will start your background verification process and you will receive a mail from our Background Verification team, for the same. The execution of your employment agreement and confirmation of employment is subject to clearance from our Background Verification team and completion of other formalities as per the company policy

ZoloStays Property Solutions Pvt. Ltd.,



Akhil Sikri, Director

Amit

ZOLOSTAYS PROPERTY SOLUTIONS PRIVATE LIMITED

☎ 88 8010 8010
🌐 www.zolostays.com

CINU74900KA2015PTC080643

📍 Registered Address
Zolostays Property Solutions Private Limited,
No.1190, 22nd Cross, HSR Layout,
Sector 3, Bangalore, KA, 560102, India

Ref: InfrasoftTech/Offer/5019/18-19/5019
 Date: September 24, 2018

Ms Saipriya Bhamare
 Flat No. 25 Chintamani Residency, Katraj-Kondhwa rd, Katraj,Pune, Maharashtra

Dear Saipriya,

Sub: Letter of Offer

With reference to the meeting we had regarding the career opportunity for you in InfrasoftTech Group, we take pleasure in confirming our offer to you as follows:

Designation	: Trainee Associate Consultant
Grade	: A
Compensation	: You shall be entitled to an all inclusive annual gross compensation of Rs. 325000/- (Rs. Three Lakhs Twenty Five Thousand Only) per annum enclosed in Annexure-1 providing details of your annual gross compensation along with the terms & conditions. The Compensation structure is subject to change from time to time.
Date of joining	: Not later than - September 24, 2018
Job Location	: Pune
Probation	: You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

On successful completion of joining formalities, you would be issued a formal appointment letter within 7 days from your date of joining. The appointment letter would provide you details on your compensation & the terms and conditions of employment.

Undertakings:

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.
- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present, prior to you accepting this offer.

2

Remuneration

Your Annual remuneration would be Rs. 1,82,400/

Salary Break Up:

Particulars	Yearly	Grand Totals	Monthly Salary Break up	Monthly Salary Total
Annual CTC	1 82 400		15 200	
Basic	91 200		7 600	
H. R. A.	36 480		3 040	
Misc. Allowance	1 824		152	
Medical Allowance	18 240		1 520	
Conveyance Allowance	10 944		912	
Education Allowance	23 712		1 976	
Gross Salary		1 82 400		15 200
Professional Tax	2 500	2 500	200	200
Net Salary Payable		1 79 900		15 000
Total Cost to the Company (Annual)		1 82 400		15 000



Kumar Kamal



APPOINTMENT LETTER

Date: 1st Sep, 2020

To,

Mr. BHAVESH RAMAKANT ZENDEKAR
Email: bhaveshzendekar03@gmail.com
Phone: +91 9022127417 / 9922070917
Address: F-501 Shambhavikunj Benkarnagar Dhayri, Pune 41, Maharashtra

Dear **BHAVESH,**

This has reference to your application and subsequent interviews you had with us, we are pleased to appoint you at **Globalsoft Infosystems**.

You will join the employment on Dated: **1st Sep, 2020**

We have pleasure in welcoming you to **Globalsoft Infosystems** by offering you an appointment in our organization as a **Software Developer**

1. The appointment will take effect from the date of your joining.
2. Your Roles and Responsibilities will be informed by your Supervisor.
3. Your Salary package, on appointment will be as per Annexure-A.
4. You shall be governed by the following terms and conditions of service during your employment that may be amended from time to time.
5. Your offer is temporary and Offer will be revised/extended every 6 months as per RIL PO validity.

Statement of Facts

- 1) The company has issued this appointment order on the basis of the bonafide statements and facts provided by you in your application form for employment. At the time of employment or during employment, if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

Duties

- 1) During working hours, you shall use your energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company, in letter and spirit.

Confidentiality

- 1) You shall maintain at most secrecy with regard to confidential and proprietary information's relating to the company. This information includes and is not limited to trade secrets, technical process, finances and dealings with information relating to suppliers, employees, agents, distributors and customers.
- 2) You shall not, during your employment and at all times, thereafter ,directly or indirectly use or disclose confidential information except for the sole benefit of the company.
- 3) You shall maintain at most confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the superiors you report to.

Termination of Employment

- 1) The company considers only the date of birth as mentioned in the SSLC/School Leaving Certificate for the proof of your age. The date of birth once furnished and admitted shall be final and no change will be entertained. You will retire from the service of the company on completion of 60 years. However the company reserves the right to extend the service period if you are medically fit to carry out the assignments.
- 2) Your service will be liable to be terminated by giving one months notice in writing on either side or payment in lieu of notice except for dismissal, discharge or termination for misconduct. Taking into consideration of the nature of your duty, it will be absolutely necessary for you to work for the company during the notice period and no leave will be sanctioned during the notice period.
- 3) If candidate will resign/leave within year then 2 month notice period will be given to company.

**Yours Sincerely,
Globalsoft Infosystems.**

Shiv Kumar
Human Resources

I accept the terms and conditions of employment as set out in this document.

Signature:

Date:

Fwd: PramodBhoite_Commercial Engagement

1 message

Pramod Bhoite <dmc172006@zealeducation.com>
To: Prachi Sutrawe <prachi.sutrawe@zealeducation.com>

Mon, Sep 28, 2020 at 9:53 PM

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

From: **Pramod Bhoite** <pramodbhoite18@gmail.com>
Date: Mon, Sep 28, 2020, 9:53 PM
Subject: Fwd: PramodBhoite_Commercial Engagement
To: <dmc172006@zealeducation.com>

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

From: **Pramod Bhoite** <pramod.bhoite@zencon.co.in>
Date: Mon, Sep 28, 2020, 9:51 PM
Subject: Fwd: PramodBhoite_Commercial Engagement
To: <pramodbhoite18@gmail.com>

Get Outlook for Android

From: <malhar.moghe@zencon.co.in>
Sent: Tuesday, July 14, 2020, 12:40 PM
To: Pramod Bhoite
Cc: 'Vrushali Deo'; 'Naresh Deo'; bhupesh.kumbhar@zencon.co.in; 'manasi kulkarni'; manasi.kulkarni@zencon.co.in; hr@zencon.co.in
Subject: PramodBhoite_Commercial Engagement

Hello Pramod,

 Greetings From Zencon!!

We are happy to inform you of the completion of your Training & Internship with Zencon and would like to Congratulate you on this. We appreciate the time and effort you have put in, and can see that you are moving in the correct direction considering your technical knowledge and application. With this, we would like to associate with you with a formal commercial understanding as below.

The formal engagement will be as a Junior Software Developer associated on a Project Basis with Zencon with a Stipend of Rs 6,000/-. Your effort with the company will be taken care by an Invoice Based understanding. This Association comes in, with a formal Engagement Letter with Zencon to add to your work experience.

We would want an invoice raised from your end every month by the 29th date, against which the payment will be made. Please find Invoice Format Attached.

Once again, Congratulations on your association with Zencon.

Thanks And Regards,

Malhar Moghe

Program Manager, Zencon Infotech Pvt. Ltd.

malhar.moghe@zencon.co.in



MKCL
Creating a Knowledge Led World
www.mkcl.org

MAHARASHTRA KNOWLEDGE CORPORATION LIMITED

CIN: L80307 MN2001 PLC155248

ISO 9001:2015 Certified

(2)

P: MKCL: HRD: 2019

Date: June 04, 2019

Ganesh Shantinath Selukar
Gajanan Nagar, At/Post- Majalgaon,
Tal-Majalgaon, Dist-Beed
Maharashtra 431131

Subject: Offer of Appointment as Marketing Consultant

Dear Ganesh,

This refers to your application for the above mentioned position in Maharashtra Knowledge Corporation Limited (MKCL).

I am pleased to inform you that keeping in view your educational qualification, your performance in the interview, MKCL has decided to offer you the position of **Full Time Marketing Consultant** with effect from June 03, 2019. The place of your posting shall be at the LLC's office at Pune North for the District of Pune North.

You will be paid an honorarium of Rs. 15000/- (Rupees Fifteen Thousand Only) per month. You shall be eligible for Monthly Performance Allowance of Rs. 2000/- (Rupees Two Thousand Only) per month subject to satisfactory performance of your work. This Monthly Performance Allowance shall be payable on March 31, 2020, for each of the completed number of months after successful completion of Consultancy period up to March 31, 2020. Taxes as applicable shall be deducted from the above-mentioned amount.

In addition to this you will get reimbursement for the following expenses.

- Mobile phone : Up to Rs. 350/- per month (all inclusive)
- Internet facility: Up to Rs. 500/- per month (all inclusive)
- Conveyance Charges: Up to Rs. 200/- per day

Your appointment shall be valid from June 03, 2019 to March 31, 2020. Please find the details of your role and responsibilities in the attached Annexure-A. In order to fulfill your responsibilities, you will be reporting to respective LLC Coordinator. You are requested to submit the Monthly Performance Report to LLC preferably by email on 25th of each month. This report should also be accompanied by next month's proposed plan of work. The monthly report should also include the reasons for deviation, if any, from the monthly plan submitted earlier. This report and plan document shall form the basis of payment of honorarium in each month.

Your services shall be governed by the various rules, and regulations of MKCL as may be applicable to you from time to time. Your services are purely temporary. Your services may be terminated by either party giving a one month's notice in writing to the other.

You will be entrusted with the responsibilities related to business development and other allied areas.

We request you to affix your signature on the duplicate copy of this letter and return the same to us as a token of your acceptance of this offer.

While we do look forward to your deep involvement in MKCL's mission, your acceptance of this offer within its validity period of 10 days shall be highly appreciated, failing which this offer shall stand null and void.

With best wishes,
Sincerely Yours,

Veena Kamath

Veena Kamath
Chief Executive Officer

Enclosure: Annexure A