



Placement List for Academic Year 2022-23

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)
2022-23	TRIPATHI ANAMIKA RAJESH	MBA	2023	Optical Arc pvt. ltd. - 089996 13069	3.6
2022-23	SIDDHARTH SANTOSH SANGARE	MBA	2023	Techcare Medical Services	3.6
2022-23	PRASAD HANMANT KHILARE	MBA	2023	Electro Net - 020 2693 1476	2.66
2022-23	PATEKAR PRATIMA MILIND	MBA	2023	Think Que	3.96
2022-23	PINGALE CHETANA SUNIL	MBA	2023	EDTECH -SCOUT UNI PVT LTD	3
2022-23	CHAVAN SAGAR GANESH	MBA	2023	Zuno General Insurance Ltd	4
2022-23	THENGAL VRUSHALI RAJENDRA	MBA	2023	Rural Data Research and Analysis (RuDRA) Indian Institute of Technology - Bombay	3.6
2022-23	LINGWAT PRATIKSHA SATYAWAN	MBA	2023	Kyoritsu Electric India Pvt. Ltd	3.47
2022-23	GAIKWAD GAUTAMI PARSHURAM	MBA	2023	Kotak Mahindra Bank	3
2022-23	GONDKAR JAI RAVINDRA	MBA	2023	aconsultancy.marketing	2.8
2022-23	SAURAV RAMCHANDRA PATIL	MBA	2023	Think Que	1.2
2022-23	VISHAL SAPA	MBA	2023	Square Yards	3
2022-23	KASHID RATNADEEP GANESH	MBA	2023	Bajaj Finserv	3.18
2022-23	RITUJA BADHE	MBA	2023	TECHMAHINDRA	4
2022-23	VRUSHALI ARJUN GAWADE	MBA	2023	bajaj Allianz	3.6





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



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

2022-23	GOSAVI SHUBHAM BALASAHEB	MBA	2023	DESTEK INFOSOLUTIONS PVT LTD	3.2
2022-23	BIJJA TRUPTI RAJENDRA	MBA	2023	Mudra Angle Technologies LLP	3
2022-23	KRISHNA SHRIMANT BAGAL	MBA	2023	WNS Global Pvt Ltd.	3.87
2022-23	KUMBHAR POOJA DNYANDEO	MBA	2023	WNS Global Pvt Ltd.	2.64
2022-23	AKSHAY PRAKASH RAUT	MBA	2023	DTDC Express Limited	3.6
2022-23	JORWAR MAYURI SHAHAJI	MBA	2023	Optical Arc Pvt Ltd	3.6
2022-23	BIDVE RUSHIKESH NARSING	MBA	2023	WNS	2.72
2022-23	ATRE PARAG RAJENDRA	MBA	2023	MMAG	2.8
2022-23	MAGAR GANESH SHAHAJI	MBA	2023	Indiamart Inter Mesh LTD	3.3
2022-23	NIKITA SURESH BHANDARI	MBA	2023	Legal Solutions	3.6
2022-23	MANSI DIPAK PAREKH	MBA	2023	Study Smart	2.04
2022-23	SHINDE KALYANI VIJAY	MBA	2023	Edulyt India	2.5
2022-23	SHINDE RUTUJA VIJAY	MBA	2023	Edulyt India	2.6
2022-23	KOPRDE KARAN SANJAY	MBA	2023	UV Soft	5.5
2022-23	KHARAT SAURABH RATAN	MBA	2023	Alkem Laboratories Ltd	4.4
2022-23	BURGONI LAXMI VIJAY	MBA	2023	TSL Consulting Pvt. Ltd.	3.8
2022-23	BHALERAO SHRUTIKA VIJAY	MBA	2023	Nityo Infotech Services Pvt. Ltd.	2.35
2022-23	MALI AISHWARYA CHANDRAKANT	MBA	2023	eclerx	2.45
2022-23	PAWAR SHUBANGI DIGAMBAR	MBA	2023	Mindtree	2.8





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



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

2022-23	AKASH SURESH RANKHAMB	MBA	2023	PI tech solution	3
2022-23	SHWETA ROHIDAS DHORJE	MBA	2023	House of Jersey	15
2022-23	SURVASE RAHUL BHARAT	MBA	2023	Nerolac Paints	3
2022-23	LAMBAT NIHAL KISHOR	MBA	2023	Motherson Sumi Wiring India Ltd	3.6
2022-23	JYOTI WANKHEDE	MBA	2023	Emerson	18 K
2022-23	SAYALI KRISHNA PAWAR	MBA	2023	Electronica Mechatronic System India Pvt Ltd	3.6
2022-23	ATUJI MORE	MBA	2023	World Trade Investment	1.44
2022-23	VAISHNAVI DINESH PAWAR	MBA	2023	HDFC Bank	4.6
2022-23	MORE PRATIKSHA VILAS	MBA	2023	Coral Bling Services Pvt Ltd	3.5
2022-23	KHANDARE ARUN SUKHDEV	MBA	2023	Electronica Mechatronic System India Pvt Ltd	3.6
2022-23	RATHOD RAMESHWAR SAKRU	MBA	2023	Automobile Manufacturers Pvt Ltd	2.5
2022-23	RATHOD RAHUL DEVIDAS	MBA	2023	Kotak Mahindra Bank	3
2022-23	GAVADE AMRUTA NANDKUMAR	MBA	2023	HDFC Life	4.7
2022-23	JADHAV UJVALKUMAR RAJENDRA	MBA	2023	Bajaj Alliancez Life insurances Co. Ltd	3.5
2022-23	RUSHIKESH BALASAHEB PANDULE	MBA	2023	Surya Logix Pvt Ltd	3.6
2022-23	DHIWAR ANIKET GAUTAM	MBA	2023	Edulyt India	2.6
2022-23	KRANTI DIGAMBAR NIMBALKAR	MBA	2023	Mudra Angle Technologies LLP	3



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



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

2022-23	HAJARE SHUBHAM SURESH	MBA	2023	SLK Software Pvt Ltd	2.89
2022-23	SONAWANE AMARIIT RAVINDRA	MBA	2023	spinny company	4
2022-23	BHANDARE DHIRAJ DIPAK	MBA	2023	Yashaswi Group	4
2022-23	PUJARI SAPANA GANGADHAR	MBA	2023	Top Sources Company	2.8
2022-23	DONGRE DIVYA GANESH	MBA	2023	Allied Analytics	2.5
2022-23	PATIL SAYALI ARVIND	MBA	2023	Edulyt India	3.6
2022-23	REDKAR PRATHAMESH NANDKISHOR	MBA	2023	Adflix Media Pvt Ltd	2.5
2022-23	SHEIKH AZIZ SHEIKH HASAN	MBA	2023	Bharti Share Market	2.5
2022-23	VISPUTE PALLAVI GANESH	MBA	2023	Secto spindles India Pvt	3.5
2022-23	SNEHAL RAVINDRA KULKARNI	MBA	2023	Zuno General Insurance LTD	4
2022-23	KAMBLE TUSHAR JAGDISH	MBA	2023	YouFirst	4
2022-23	RAUT ONKAR HANMANT	MBA	2023	Edulyt India	2.6
2022-23	HAGALAMBE/PATIL AJIT HANAMANT	MBA	2023	Bajaj Allianz Corp. LTD	3.45
2022-23	KADAM SHARAYU SHIVRAJ	MBA	2023	Edulyt India	3.5
2022-23	HRITIKA LAVANKUSH ZADE	MBA	2023	Sun One Technology	2
2022-23	MUDHOL SHRUTI SIDDAPPA	MBA	2023	Clean harbours	3.5
2022-23	PAWAR ADITYA NANASAHEB	MBA	2023	Business Of Agriculture Products	2.5
2022-23	AKSHAY SAMBHAJI TARVADE	MBA	2023	Indsys Software Industries P. LTD	2.52
2022-23	BOBADE RAJESH PRAMOD	MBA	2023	State Street HCL Services Ltd	3.6



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



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

2022-23	BARI SHRIYOG RAMJI	MBA	2023	Gore & Ambekar	2.04
2022-23	ANIRUDHA PRAMOD WANI	MBA	2023	Propcyma	4.5
2022-23	IAADHAV MAHESH MAHADEV	MBA	2023	Bharti share market	2
2022-23	MHASKE AKSHAY ANKUSH	MBA	2023	Just Dial	3
2022-23	RITUJA RAJESH TALEKAR	MBA	2023	ANPG and company	3.6
2022-23	JAGTAP INDRAJEET RAMAJI	MCA	2023	Switch link automation pvt ltd	2.8
2022-23	TONDE VIKAS BALU	MCA	2023		4.5
2022-23	GAYATRI DNYANESHWAR ANGAITKAR	MCA	2023	PWD office Yavatmal	2.5
2022-23	CHOUDHARI ANITA POONARAM	MCA	2023	RI Equation	1.2
2022-23	BACHHAV KIRAN DADAJI	MCA	2023	cognizant company	4.5
2022-23	SHREYA RAMTIRTH SHIRIRSH	MCA	2023	Techademy	2.5
2022-23	MOHAMMAD UMAR AKHLAQUE	MCA	2023	Ova Drive	6.6
2022-23	DOYE HIMANSHU KISHOR	MCA	2023	RI EQUATION LLP	3.6
2022-23	CHAVAN NAMRATA DATTATRAY	MCA	2023	Edulyt India	2.6
2022-23	AWARKAR SUBODH MITARAM	MCA	2023	VitalEdge Technologies	4.5
2022-23	GARUD AMBARISH GOVIND	MCA	2023	AM infoweb	4.5
2022-23	KALE DEVIDAS NAVNATH	MCA	2023	Threeng Technologies LLP	3.5
2022-23	SAWADE AVINASH BALASAHEB	MCA	2023	Suma Soft Pvt Ltd	3.6
2022-23	SIMRAN AMAR HUNDANI	MCA	2023	Synechron	5





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



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

Total Student Placed for MBA & MCA - 89


Director





JADE

3806



Nita Shinde

Blood Group : B+ve

+91-9607590910

Jade Global Software Pvt. Ltd.
Nyati Tech Park, 7th Floor, Digambar
Wadgaon Sheri, Pune - 411014
Phone: +91-20-66128200

www.jadeglobal.com



DOMBIVLI SHIKSHAN PRASARAK MANDAL

(Regd. No. MAH/301/Thane P-222, Thane Pub. Trust Act)

Shri. Prabhakar Desai
Chairman
Tel. Off. 2800631

Dr. U. P. Prabhakar Rao
Founder Chairman

Sp. Plot No. 4, Opp. MIDC Office, K. V. Pendharkar College, Dombivli (E), Dist. Thane - 421 203.
E-mail: dspmandal222@gmail.com

Ref. No.: DSPM/2022-2023/13

Date: 17-6-2022

To,
Ms. Tanvi Dhuri

With reference to your application and subsequent interview held before Local Selection Committee, we are pleased to inform you that you have been appointed as **Administrative Staff** at DSPM's K.V. Pendharkar College of Arts, Science and Commerce (Autonomous), Dombivli on the following terms and conditions:

1. Your appointment is purely on temporary basis for the Academic year 2022-23 i.e. w. e. f. 1st June, 2022 to 30th April, 2023.
2. All temporary appointments are terminated by giving one month's notice on either side.
3. You will be paid consolidated salary of Rs. 30,000/- per month.
4. You are entitled to enjoy 11 casual leave during period of your service.
5. You will have to discharge the duties assigned to you by the undersigned, Principal & Vice Principal of K.V. Pendharkar College (Autonomous).
6. Your services will be governed by the rules and regulations as laid down by the Dombivli Shikshan Prasarak Mandal, Dombivli.
7. Please note that your appointment will be discontinued immediately, if your work is not found satisfactory.
8. Experience Certificate will be issued only after completion of minimum one year of your service.

In case the offer is acceptable to you on the above conditions, you are requested to give your acceptance.

Thanking you,




(Shri Prabhakar R. Desai)
Chairman
Dombivli Shikshan Prasarak Mandal

OFFER LETTER

07-02-2022

Dear Rohit Bagul, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business

COMPENSATION & BENEFITS

You are entitled to a compensation of INR 5,46,791 /- per annum.
The details of your compensation structure and other benefits are outlined in Annexure.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. total of 22 days leaves per annum. Leave can be carry forwarded to maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance

ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	69,470	5,789
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,59,870	29,989
Performance Bonus	1,80,000	
Fixed Pay and Performance bonus	5,39,870	44,989
Gratuity	6,921	
Total CTC	5,46,791	45,566

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of minimum of five years of employment with the Company.

HRD/3T/1001679240/21-22

Mr. Ashish Rasal
Flat No 402,Sai Aradhna,Behind Pauranik ,Mhalunge
Baner
Pune-411045
India

Ph: +91-7057017074

Dear Ashish,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.22 1:06:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1001679240/21-22

Mr. Ashish Rasal
Flat No 402,Sai Aradhna,Behind Pauranik ,Mhalunge
Baner
Pune-411045
India

Ph: +91-7057017074

Dear Ashish,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Ashish Rasal
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS

BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
--	-----

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

INCENTIVE COMPONENTS

	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay-out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.06.22 11:56:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: I85110K A 1981PL C03115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Ashish Rasal			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Employment Offer Letter for Piyush Hasanpure

1 Message

Square Yards <offers@squareyards.com>

Fri, Feb 25, 2022 at 5:51 PM

Reply-to: offers@squareyards.com

To: piyushhasanpure23@gmail.com

Cc: suhas.paithankar@squareyards.co.in, ankit.saroj@squareyards.co.in, sreeja.nair@squareyards.in, rahul.purohit@squareyards.com

Dear Piyush Hasanpure,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the role of Management Trainee in our Company with a CTC of INR 450,000 per annum upon confirmation.

Initially, you will undergo a training period of three (3) months during which your gross compensation shall be INR 15,000/- per month. On completion of training after three (3) months from the date of joining, your performance shall be appraised for confirmation.

In addition you will be eligible to participate in:

- Variable Incentive Structure based on the revenue generated by you. (Or your team including yourself on per month basis)
- Reimbursements for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company. These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

Pune

Reporting Date & Time:

22-Mar-2022, 9:30 AM

Venue Detail:

Office no. 601 & 602, 6th Floor, S. No. 108/7, Bhamburda - Shivajinagar, Pune, Maharashtra - 411007

Contact Person:

Paramjeet Singh

Mandatory Documents to be uploaded on pre-joining link and produced in original on the day of Joining:

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Ankit Saroj, Tel: 8287154187 Email: ankit.saroj@squareyards.co.in

We look forward to a mutually rewarding association.

Please accept the offer by clicking on the button below, which will direct you to pre-joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

Square Yards Consulting Pvt. Ltd.

Note: This offer is conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with the background verification report, the Company reserves the right to withdraw or delay this offer.

■ square yards

Piyush Hasanpure

CTC Structure After Confirmation	Yearly CTC	Monthly CTC
CTC	300,000	25,000
Earning		
Basic	195,000	16,250
HRA	83,400	6,950
Statutory Benefits		
PF (Employer Part)	21,600	1,800
Monthly Gross	278,400	23,200
PF (Employee Part)	21,600	1,800
P TAX	2,400	200
PA Cover	180	15
Mediclam	4,800	400
Net Pay	249,420	20,785
Average incentive	150000	12500
Total	450,000	37,500

Average incentive - Variable performance Based Incentive

*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.

Ref: SMC/845937542d9b49c9
Date: 20-Jul-22

To,
Swapnil Anandrao Barpate
243, 7, Pudewadi,
243, 7, Pudewadi, Vasti, Mu/po- Bambaude,
Wategaon, Sanqli,
Maharashtra, Maharashtra - 415410

OFFER LETTER

Hear Mr. **Swapnil Anandrao Barpate**.

SMC Real Estate Advisors Pvt. Ltd. is pleased to offer you the position of **Assistant Manager in Sales (Realty)** department at our **R - MAH - Pune - 4** location on the terms and conditions mutually discussed and agreed by us, on the basis of the information furnished by you in your application, CV and other documents and personal interview.

We offer you an all inclusive remuneration of **Rs. 300000.00/-** per annum subject to the statutory deductions. This remuneration is on the basis of what is commonly known as "cost to company" **Rs. Three Lakh Only/-** per annum. Please note there would be no separate reimbursement for any Conveyance and Mobile.

You are requested to join the company on or before **20-Jul-22**. The formal appointment letter will be issued to you on your joining our organization. Any change in the Date of Joining by you must be informed in advance to the Company in writing, failing which the offer shall be deemed null and void.

We trust that your knowledge, skills and experience will be our most valuable assets.

DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

You are requested to submit the following documents at the time of joining

- Original and attested copies of Education Certificates and mark sheets.
- Five recent passport size color photographs.
- Relieving / experience letter from previous employer.
- Date of Birth proof.
- Last salary slip from previous employer.
- Address proof (like Passport, Driving license, Voter ID Card, Aadhar Card)
- Cancelled Cheque

You will be on probation for a period of **12 months** from the date of joining the organization, which may be extended for a further period at the sole discretion of the Company based on performance (kindly reach out to Company HR for notified performance criteria for employee confirmation) and will continue to be on probation unless confirmed in writing.

Offer stands cancelled in case of any deviations from the information provided or your failure to report within 7 days from issuance of offer letter /date of joining **20-Jul-22** whichever is later. Without submission of complete documents your joining will be at the discretion of the Management. Joining is subject to the condition that if any information is found incorrect or the reference check fails, the appointment shall stand terminated without financial obligations.

Please sign copy of this letter and return it to HR which signifies your acceptance of this offer of employment.

In case you need any further clarifications, please contact HR.

For **SMC Real Estate Advisors Pvt. Ltd.**


Authorized Signatory

I **Swapnil Anandrao Barpate** accept the aforesaid offer and the terms thereof.

Date: ___/___/___

Letter of Salary Revision

Date: 23-June-22

Name: ANKITA MAHADEO GONJARI
Employee ID: 2001938777
Designation: BDA
Location: PUNE

Dear ANKITA MAHADEO GONJARI,

Further to letter of employment issued dated on 20-June-22 at **Quess Corp Ltd (Formerly IKYA HUMAN CAPITAL SOLUTIONS LTD)** and your designation at URBANCLAP TECHNOLOGIES INDIA PRIVATE LIMITED. As "BDA" and in discussion with your principle employer we are pleased to revise your annual Salary "315480/-" & your salary revised effective from 01-07-2022.

Please note that all the other terms of your employment remain unchanged.

The revised compensation Sheet is attached herewith.

We are confident that you will continue your good work and support to the company in Achieving its goals and objectives in future.

With warm regards,



Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Quess Corp Limited (formerly IKYA Human Capital Solutions Limited)

Quess House,3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru-560103, Karnataka,India Tel:+91 80 6105 6000 | connect@quesscorp.com | CIN No. U74140KA2007PLC043909 www.quesscorp.com

Name: ANKITA MAHADEO GONJARI
Employee ID: 2001938777
Designation: BDA
Location:- PUNE

Compensation Sheet

Heads		Rs. Per Month	Rs. Per Annual
Basic		21500	258000
HRA		2500	30000
Statutory Bonus		0	0
City compensation allowance		0	0
Sub1	Gross	24000	288000

Employer Contribution			
PF 13% of basic		1950	23400
ESI 3.25% of gross		0	0
LWF		0	0
Insurance		340	4080
Sub 2	Total	2290	27480
Gross+sub2	CTC	26290	315480

Employee Deduction			
PF 12% of basic		1800	21600
ESI 0.75% gross		0	0
PT		200	2400
LWF		0	0
Sub 3	Total	2000	24000
Gross - Sub3	Take Home	22000	264000

Enclosures: - (i) Standard Employment Rules. (ii) Compensation Sheet;

Quess Corp Limited (formerly IKYA Human Capital Solutions Limited)

Quess House,3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru-560103, Karnataka,India Tel:+91 80 6105 6000 | connect@quesscorp.com | CIN No. U74140KA2007PLC043909 www.quesscorp.com

Offer Letter

21BACAR 55
MBA 25
22/23

Date:10/04/2023

Dear Anamika Tripathi

We are excited to be offering you a full-time position as a **HR Trainee** at **Optical Arc Pvt Ltd**, reporting directly to Senior, Based on your experience, interviews, and design portfolio, we are looking forward to seeing how you will take our Company to the next level. As Per your conversation with HR Team, First three Month will be your Unpaid Training Period (Work From Home) hence after evaluation your performance we will offer you an annual starting Package

If you decide to accept this role, your anticipated start date will be **April 10th, 2023** at our **Head Office location (712A, Gera's Imperium Alpha, Rajaram Patil Nagar, Kharadi, Pune-411014)**.

As an employee of **Optical Arc Pvt Ltd**, you will also have access to our comprehensive benefits program, which includes leaves, health insurance, etc.

To accept this offer, please email me at **hr@opticalarc.com** ASAP hence I will get you started with the rest of the onboarding process.

We are excited about the possibility of you joining Company **Optical Arc Pvt Ltd**, If you have any questions, please contact me directly via phone or email.

Sincerely,

Priyanka Nanaware

HR Team

hr@opticalarc.com

9834250298

Optical Arc Pvt Ltd

**Head Office: 712A, Gera Imperium Alpha, EON Free Zone,
Kharadi, Pune - 411014**

**WORKS: Survey No. Plot No. 73/2 & 76/2/1, Village Marunji, Taluka Mulshi,
Dist. Pune 411057**

June 03rd, 2023

MR. NIHAL KISHOR LAMDAT
Krushna Vihar Flat no 502 5th Floor
Sarve no 32 Abhinav collage road Narhe 411041

21 BACAR
MBA
2022-23
2nd Year

LETTER OF OFFER

Dear Mr. Nihal

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Management Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **12th June 2023 at 9.00AM**.

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

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

**Thanking you,
For MotherSON Sumi Wiring India Ltd.**


Subhi Chaturvedi
Deputy General Manager- HRM



Kotak Mahindra Bank

45

Date: 06-MAR-2023
Ref No: 195244

2/BACAR MBA-2
22/23

Gautami Gaikwad
Onkar Colony, Panchal Lane No 2, Wagle, Mumbai

LETTER OF APPOINTMENT

Dear Gautami,

We take great pleasure in extending an offer to you to be a part of Kotak Mahindra Bank. We welcome you to the bank, with values and employee qualities based on simplicity, prudence, humility and integrity.

When you sign this letter, you would have agreed to be a part of the Kotak family and uphold the 'Kotak DNA'. Kotak DNA includes our values, norms, ideology, beliefs, character, personality, and culture originated by our founding team at Kotak and has evolved over the years with new members joining. Our DNA is what defines the firm, and is the most powerful driver of our performance, which differentiates us from others in the industry.

Please find enclosed the Appointment letter.

We wish you a long and exciting career with Kotak!

In case of any queries please feel free to write to us on onboardinghelpdesk@kotak.com

Document created by MANOJ PRABHAKAR PHADNIS

Digitally signed by MANOJ PRABHAKAR PHADNIS
Date: 2023.03.06 18:17:26 IST

Gautami Gaikwad

Manoj Phadnis
Executive Vice President - Human Resources



Kotak Mahindra Bank

Date: 06-MAR-2023
Ref No: 185244

Gautami Galkwad
Omkar Colony, Pashanil Laxmi No.2, Wagle, Mumbai

(HR Gautami)

We are delighted to appoint you as **Assistant Manager, MT** with effect from **04-APR-2023** or from your date of reporting to work whichever is earlier. The effect of appointment will remain to have effect if you do not join by **04-APR-2023**

1. **Remuneration** - The details of your remuneration are enumerated in Annexure A. Your remuneration will be paid at such time and in such manner, as set forth in the policies, rules and regulations of Kotak Mahindra Bank Limited (herein referred to as the Bank).
2. **Location** - You will initially be posted at our office at Kotak Mahindra Bank Ltd, 1005-Pune-Heera Heights-Bavdhan Khurdh-Br-MAH, but you may be deputed at any other office / branch of the Bank or any of its associate companies or any other location and your services are liable to be transferred to any subsidiary or associate or affiliate company. As a Kotakite, you will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future.
3. **Conditions of appointment:**
 - 3.1 Your appointment is subject to your providing, with you:
 - a. A relieving letter from your previous employer relieving you from your duties.
 - b. A copy of the last pay slip from the previous employer.
 - c. Proof of date of birth.
 - d. Photocopies of Qualification documents.
 - e. The Bank's application form complete with photograph.
 - f. Proof of identity (either Aadhaar card, passport or voter's id).
 - g. Satisfactory Background Verification report conducted by the Bank upon your joining.
 - h. Copy of AMFITISM certification (if applicable).
 - i. Copy of IRDA certification (if applicable).
 - 3.2 Your appointment is also subject to your submitting a 'self-certified medical fitness declaration', format of which will be issued by the Bank.
4. **Probation** - Your appointment is subject to a probation period of **12 Months**. Permanent placement with us is contingent upon your successful completion of the probation. During this period, your employment may be terminated by the Bank or by yourself by giving '1 month's' notice to the other.
5. **Working hours, Leave and Holidays:**
 - 5.1 You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time or in case your role determines, you may be required to work remotely either fully or partially, or full time from office or field working, as per the Bank's Remote Working policy and 'Shift Allowance' policy.
 - 5.2 As a Kotakite and in view of your position and role, you must effectively, diligently and to the best of your ability perform all responsibilities and attend to calls, there may be times when you will be expected to work extra hours when the job so requires.
 - 5.3 The hours of work, holidays and paid leave will be in accordance with the Bank's rules and policies. Please note, that if you absent yourself from the services of the Bank without prior written permission of the appropriate authority or overstayed sanctioned leave, for the number of days defined in the accompanying clause of the Bank's 'Exit Policy', you will be deemed to have abandoned the services of the Bank and your services shall be liable to be terminated by the Bank forthwith.
 - 5.4 Absence from work or default in performing your duties beyond the period of leave to which you are entitled to under the rules, shall be at the discretion of the management and the same will be without any remuneration. You shall faithfully observe all the rules and regulations of the Bank and comply with all reasonable orders of your managers and attend to your duties punctually at such place or places, as you may be required.
6. **Governance and Code of Conduct:**
 - 6.1 As a Kotakite, you shall abide by the Kotak 'Code of Conduct' which is built over 4 Pillars of Code: upholding the Foundation of Trust, The 4 Pillars are:
 - a. **Live by my Core Values** - You shall ensure that you foster equal opportunity, observe diversity and inclusion, create a harassment free and gender fair workplace. You shall refrain from unethical dealings between colleagues, relatives and others and ensure disclosure of personal relationships and interests from time to time as mandated under the policy.



- 6.1 **Care for the Customers, Partners, Investors and Debtors** - According to this letter you are expected to be consistent and always act in the interest of Kotak and ensure that any business or personal activities including close personal relationships which you may have, do not create a conflict of interest with your role and duties in Kotak in its operations. You have a better ability to fulfil by the fact that you have voluntarily accepted employment with Kotak. This duty carries obligation that refrains you from placing yourself in a position that could produce a conflict between your self interest and interest of Kotak. This includes dealing with gifts and favours, encouraging bribery and corruption free business, job-money business, prohibiting financial interests and dealing the same, disclosing persons, investments and avoiding insider trading, rational lending and control on borrowing.
- 6.2 **Care for the Company Assets** - You shall protect Personal, Confidential and Proprietary Information of Kotak and its employees, customers, partners, etc. safeguard Material Information and Non-Public data and information. You shall maintain confidentiality in office areas and when you are working remotely. You shall practice accurate record keeping and operate within the delegation of authority.
- 6.3 **Care for the Company Reputation and Community** - You shall follow defined protocols on engaging with Press, Digital, Social Media, Regions and other engagements including Government and Political involvement or lobbying. You shall procure valid licenses and copyrights. You shall exhibit responsibility towards community and environment and ensure you follow protocols on respecting human rights.
- 6.4 Besides you must also abide by all other internal policies, rules and procedures, as implemented from time to time throughout the term of your employment. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees through various communication channels. You will be governed by the same from time to time as and when the said changes are made. It is your responsibility to keep yourself updated with the changes, read and comply with the same.
- 6.5 Since the nature of your work requires you to handle confidential information, you shall not, at any time during your employment or after your separation from the Bank, without the prior consent of the Bank in writing, divulge, directly or indirectly, any confidential, proprietary, material and non-public information related to the Bank for any purpose whatsoever.
- 6.6 You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article or blog or use social media, concerning any matter, which relates to any activity of the Bank.
- 6.7 In case of violation of the Code of Conduct and/or any other Bank's policies, rules and regulations, the Bank reserves the right to take appropriate action. Apart from this, if any financial loss is caused to the Bank due to proven acts of misconduct committed by you, such financial loss caused to the Bank, can also be recovered from your terminal benefits and/or from any other relationship maintained by you with the Bank.

Declarations and mandatory certifications - On joining and thereafter every year and whenever required by the Bank, you must fill and sign declaration modules applicable to you from time to time. You must also comply with all mandatory training modules and get certified from time to time. Likewise, you must update disclosures proactively every time there is a change during your employment with the Bank.

- 7 **Separation:**
 - 7.1 **Superannuation** - The age of superannuation i.e. the age of retirement will be as per the Bank's Exit policy. Your date of birth has been recorded as 19/10/1999 in the records of the Bank.
 - 7.2 **Notice Period** - Subject to the right of the Bank to terminate your services in accordance with clause 6.3, it may be terminated either by the Bank or yourself by giving 1 Month(s) notice to the other. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated as per Bank's Exit policy.
 - 7.3 Your employment can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:
 - a. Any material information furnished by you or on suppression of any material information and/or
 - b. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incapacity, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in the letter of appointment or a violation on your part of any of the Bank's rules and policies and/or
 - c. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude and/or
 - d. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion, compromises your ability to perform your duties and/or
 - e. The results of any background/eligibility checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion and/or
 - f. Any misconduct pertaining to moral turpitude, immorality, dishonest behaviour, theft, misappropriation, diversion by any court of law and/or
 - g. Any act of omission, which could be construed as loss of confidence in you by the Management and/or
 - h. Any act/sub-serve of discipline or any conduct prejudicial to the interest and reputation of the Bank.
 - 7.4 **Garden Leave** - At the closing notice, the Bank may require you to take Garden Leave, at the sole discretion of the Management, for all or part of the remaining period of employment. Garden leave may be applicable if you are in grade M5 and above, under certain circumstances if you are working in sensitive roles, as defined in the Bank's Garden Leave Policy.
 - 7.5 **Inducingly influencing an employee to leave** - Should you be in charge of the Bank or upon your separation, you will not directly or



12-11-2016

Dear Mr. Gautam, We are pleased to inform you that you have been selected for the position of **Executive Vice President - Human Resources** in Kotak Mahindra Bank Ltd. The position is a full-time position and the appointment is for a period of **36 months** from the date of joining.

Joining Condition: As part of the selection process, you are requested to clear the bank's pre-employment tests and to provide any clarifications in case of any doubts.

Confidentiality: You are requested to maintain the confidentiality of the information you are provided to you by the bank and to use it only for the purpose of the appointment. You are also requested to ensure that no information is divulged to third parties without the written consent of the bank.

This appointment letter shall be governed by and construed in accordance with the laws of the Republic of India. Certain provisions of the Indian Contract Act, 1872 and the Indian Penal Code, 1860 shall apply to the appointment.

This appointment is subject to the terms and conditions of the offer letter and the appointment letter. This appointment letter may be amended or modified at any time without any prior notice to you.

Your acceptance of this offer is a condition of the appointment and it is not binding unless you accept the terms and conditions mentioned therein.

We are pleased to welcome you to Kotak Mahindra Bank and hope you will enjoy your new role with us.

Yours faithfully,
Kotak Mahindra Bank Ltd.



Manoj
Executive Vice President - Human Resources

This letter is hereby accepted and I would like to confirm my acceptance.



Gautam Gawad

12-11-2016



Annexure - A

	Comments	P.M.	Compensation Structure		Remarks
			P.A.	Frequency	
a. Basic	Basic Salary	12,963	155,563	Monthly	Minimum 40% of Fixed Pay excluding Senior & Associates Premiums & Additional HRA (if any). Upto 50% of Basic Salary
b. Housing	House Rent Allowance	5,437	65,242	Monthly	Amount 50% per month under Health and Fitness related Benefit - you can avail upto 50% of gross by staying on Kotak's site
c. Allowances and Benefits	Statutory Bonus	2,543	31,110	Monthly	Payable as per Payment of Bonus Act
d. Insurance Premiums	Mediclaim		3,750	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 71 lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy. Policy is renewed in April every year. Voluntary top-up and parents policies cover premium is paid by you.
	Kotak Term Life + GPA		2,666	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy - 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA) - 5L or 1 time CTC, whichever is higher. Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		7,882	Annual	This amount is 4.51% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, gratuity is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		16,666	Annual	Company's contribution towards PF @ 12% of Basic
f. Total Fixed Pay		21,992	268,000		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> Shift Allowance - for employees working in shift as per Shift Working policy Reimbursement towards Remote Working expenses - for the roles as per Remote working Policy Corporate Mobile SIM - for the roles as per Mobile Policy Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy Laptop/ Desktop - as per the role eligibility and company policy Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details. 				
Other Benefits					

Annexure - B



Federal Mortgage Bank

As per clause 3 of the aforesaid letter, you have been informed that your appointment is subject to a probation period and that you will be confirmed in your services on successful completion of your probation period.

You are also aware that one of the pre-requisites for confirmation of your services is that you are required to successfully complete one or more of following certifications as required in your role:

1. EUN (NISM Series V-A)
2. IRDA (L&GI) or Generaly
3. NSDL (NISM Series VI)

It is mandatory for you to complete all certifications required for your role within a period of 6 months from your date of joining. Your services will not be confirmed if you fail to obtain these mandatory certifications, before the end of your probationary period.

Further you may also be liable to pay such penalty as imposed by regulatory authorities, for violation of the aforesaid regulations.

You are further advised that as per Regulations, you cannot engage into selling applicable products unless you are certified as mentioned above, by the relevant authorities.

In case you have already been certified, and the certificate(s) so issued stands valid as on this date, please upload a copy of the Certificate on Remedy

- Open Internet explorer or Google Chrome.
- Open Remedy.
- You need to login using your windows User Name & Password.
- Click on Request Now.
- In Classification select Consumer Bank Certification.
- Select Type of Certificate(EUN), IRDA-L&GI, NSDL-NISM VI.
- In case of NSDL - NISM VI Upload/attach the certificate & then click on Submit.

☐

You may please e-mail it to Consumer Bank Training at

For any clarification, please contact Mr. / Ms. HR Relationship Manager or send a mail to



307, Insignia, 3rd Floor, Opposite Wadia College, Bund
Garden Road, Pune 411001

9650680072 www.studysmart.co.in

Appointment Letter

Dear Vaishnavi Pawar

are pleased to confirm your appointment to work from the Office for Study Smart upon the terms set below.

1) JOB TITLE & DUTIES

Your Job Title will be "Tele Consultant – Tele Counselor" and you will report to your respective Manager/Team Leader. You will be contracted to serve the company as a Tele Counsellor for a minimum of (8.5 hrs/day) for 6 working days a week as a part of your employment. Your core responsibilities include Tele calling & Counseling students for Test Prep Products (IELTS, PTE, GRE, SAT etc), Managing & updation of your leads on the CRM, Sending emails/whatsapp to students, end to end process from calling to registration of students, meeting your productivity and revenue targets as set by the company.

2) COMMENCEMENT & TERM

You will take up your roles and responsibilities from 22nd May 2023. You will be on a 6 month probation period and if successfully completed (KPI's met) at the end of the probation period your employment period with the company will be automatically renewed annually unless terminated by either party by giving the other at least 1 month notice.

3) SALARY

Your **Cost to the Company (CTC) would be Rs 2,04,000/- (Two Lakh Four Thousand Only) per annum** payable in 12 monthly equal installments of 17,000/- at the end of each month. Your Salary will be processed on the 5th of every month. The salary does not get revised after the completion of the probation period.

4) KEY PERFORMANCE INDICATORS

You are expected to meet the following criteria for each parameter:

Lead Management

- All Fresh leads to be touched within 24 hours
- All required information for each lead to be updated on the CRM as per the guidelines
- Strong/Regular follow up on all leads assigned on your CRM

Audits will be conducted regularly and in case any deviations found will be termed as a quality error.

Test Prep Revenue Target

- Revenue of Minimum Rs. 70,000 per month

Productivity Targets

- Minimum of 180 - 200 calls / 3 hrs of calling target to be met (With Call connect ratio of 20%+)
- Not meeting the productivity target on more than 4 occasions per month will result in salary deductions.
Repeated occurrences of not meeting productivity targets will lead to termination of employment.

5) INCENTIVES for Student Recruitment

A detailed Incentive letter (Annexure A) is attached confirming all the incentives you are eligible for and their respective payouts. Management retains the right to withdraw or make changes to the incentive structure by giving a 1 week advance notice.

6) WORKING HOURS & WORK FROM HOME TERMS

- You are expected to work 6 hrs/day for 6 days a week.
- In case of events like University Visits, Fairs, Seminars etc. you may be required to work for longer hours or work on occasional Sundays
- You are required to use your own Laptop and WIFI connection, Mobile phone will be provided by the company
- You need to ensure you have a congenial working environment at home

7) TRAVEL ARRANGEMENTS

The company does not provide any transportation facilities. There is no conveyance allowance paid to any employee by the company.

8) LEAVE POLICY

You will be entitled to all national holidays followed by the company. You are entitled to 6 paid leaves in a year that need to be accrued.

- 4 should be your plan - you need to plan your leaves minimum 1 week in advance
- 2 Sick leaves – You need to inform your reporting Manager about your absence before commencement of working hours by a call only.

In case you take a single day leave without informing your manager, your two days salary will be deducted.

In case of absence from work for 3 days without any intimation to your Manager will lead to termination of employment.

Also Under leave policy, employees who have completed

- 1+ year of service - entitled to 2 additional paid leaves per year (A total of 14 paid leaves per year)
- 2+ years of service - entitled to 4 additional paid leaves per year (A total of 16 paid leaves per year)
- 3+ years of service - entitled to 6 additional paid leaves per year (A total of 18 paid leaves per year)

Please note that these additional paid leaves will be prorated based on the date of joining.

9) CONFIDENTIALITY

All information i) Study material ii) Tests iii) Leads iv) Data v) Student Personal details vi) Training material vii) marketing material & strategies, All other material and information related to Study Smart which is not generally known to others engaged in similar businesses or activities should be termed as Confidential. Leakage of any such confidential information will lead to legal action and a huge monetary compensation to be borne by the employee. The company has a "**ZERO Tolerance Policy**" towards data leak and breach of confidentiality policy. Any individual found guilty will face serious consequences starting with immediate termination.

10) TERMINATION

The company holds the right to terminate employment in case of violations to any rules and regulations of the company without giving any prior notice. Employment can also be terminated due to non performance and non-adherence of targets/productivity set by the management team. In event of termination, no salary, incentive or any other due will be paid to an employee.

In case the management decides to pay any dues towards the employee, the same will be released after 45 working days from the date of termination as a full and final settlement.

11) NOTICES

Employees are expected to provide a written notice for a period of minimum 30 days in case of Jr. Counselors, Test Prep Team, Counselors and 60 days in case of Senior Roles (Trainers, Managers, Team Leaders, Marketing Manager) if you wish to leave Study Smart. In case a due notice is not served unless otherwise exempted by the company, employee's will need to buy the notice period, i.e. 30/60 days salary will be forfeited by the company.

Full and final settlement will be done 45 days after the last working day. This is subject to a proper hand over of all student cases, leads, marketing data, responsibilities or any other physical or intellectual property of the company. All student data and leads are a property of Study Smart, once the employee has quit the organization, they have no right to contact or poach any students of Study Smart. Any violation would result in loss of salary from the full and final settlement and further legal action.

12) MISCONDUCT

Every Employee is expected at all times to maintain absolute integrity and devotion to duty and to conduct him/herself in a manner conducive to the best interest of the organization. The following acts will be considered as major "**misconducts**" for which an employee may be terminated without any notice or compensation.

- Habitual breach of any rules or instructions of the company
- Habitual late comings or unplanned leaves
- Habitual excessive use of personal phone, Facebook or any other social media sites during working hours
- Obtaining leave of absence by false pretense
- Instigating staff against the company or management policies
- Spreading of false rumors or giving information that tends to disrepute the company or its employees
- Engaging in other employment, businesses or any other commercial arrangements in similar industries while still in service with Study Smart.
- Habitual negligence of work or tasks assigned
- Non performance and non adherence to targets
- Consistent Low Productivity
- Data leakage from the company or sharing of any other confidential information.

13) GOVERNING LAWS

The terms and conditions agreed shall at all times and in all respects be governed by the laws of India and the employee agrees that in event of any dispute shall be in the city of New Delhi /Pune. In the event a court of competent jurisdiction should find for and enter a judgment on behalf of Study Smart

You hereby acknowledge that your appointment as 'Tele Consultant' with Study Smart is subject to a regulatory check to be conducted by the company. In the event of a regulatory check being found negative, as determined by the company at its sole discretion, it shall be entitled to terminate your services from the Company with immediate effect.

I.....hereby declare that I have read and understood all the above terms and conditions set out herein and accept to abide by them while I serve this company.

We welcome you to Study Smart and wish you All the very Best for your successful career with us.

For Study Smart

Date:



Director : LAVINA BATHIJA / CHETAN JAIN

Sign : Vaishnavi Pawar

MUDRAANGLE TECHNOLOGIES LLP

✓ FYBA
22-23

18th March 2023

To,

Trupti Rajendra Billa
Block No-8, Aashiyana Colony,
Panchavati Nagar, Savadi
Ahmednagar - 414003

Letter of Intent

Dear Ms. Billa,

On behalf of Mudraangle Technologies LLP, I am excited to extend an offer of employment to you for the position of Business Manager within our Marketing department. This position is located in Baner, Pune. This position is scheduled to begin on 1st April 2023.

This position will pay a fixed remuneration of Rs.300,000/- Lacs per annum and will also have additional component such as performance linked incentives and other company benefits. In this role, you will report directly to the Marketing Head.

You will be on probation for 6 months from the date of joining during which time your services may be terminated with 1months notice or pay in lieu thereof. Detailed offer letter mentioning all the benefits and terms will be shared with you post your joining.

Please review this letter in full and sign to confirm your acceptance of the position

We look forward to having you begin your career at Mudraangle Technologies LLP and wish you a successful career. Welcome to our team!

Sincerely,

Ashish



Ashish Dighule (Founder & CEO)



+91 7066188088



contact@fundspi.com
www.fundspi.com



203,Pratham Bldg, Next to BSN
Telephone Exchange, Baner Rd
Pune, Maharashtra 411045



Letter of Intent-Final Placement

December 17, 2022

Dear Magar Ganesh Shahaji,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position-Executive-Client Acquisition

CTC- 3,30,000/-LPA

Location-Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely,

Prerna Haleja

AVP-Human Resources



Documents required for issuing the offer letter

We request you to send the below listed documents at sablok.ritika@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1) PAN Card(*Please apply if you do not possess one and share acknowledgement with us*)
- 2) Aadhar Card(*Please apply if you do not possess one and share acknowledgement with us*)
- 3) Valid Driving License and 2-Wheeler RC
- 4) 10th Marksheet
- 5) 12th Marksheet
- 6) All semester wise mark sheet for Graduation (in case of any backlog, please share all mark sheets)
- 7) All semester wise mark sheet for Post-Graduation
- 8) No Objection Certificate from College/Institute or Provisional Degree

Note: LOI have been shared to you basis of information shared by you at the time of interview, however if any discrepancy found during the document check/joining offer stand void

Should you have any queries, please feel free to contact Ms. Ritika Sablok @7067085817.

I accept the terms conditions of this offer

(Candidate's Signature)
Name and Date



218A CAR
MBA/IT 22-23

33

EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

Offer Letter

Intern – H1 2023 – Data Analytics

21

01-05-2023

Dear Onkar hanmant raut

Intern ID : EI0491

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav – HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

LinkedIn : <https://www.linkedin.com/company/edulytindia/>
Website : <https://edulyt.com>
Instagram : https://instagram.com/edulyt_india



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91-8929252575

31

Offer Letter

Intern – H1 2023 – Data Analytics

21BACAR
MBA II 22/23

01-05-2023

Dear Dhiwar Aniket Gautam

Intern ID : E10910

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav- HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

LinkedIn : <https://www.linkedin.com/company/edulytindia/>

Website : <https://edulyt.com>

Instagram : https://instagram.com/edulyt_india

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 05/22/2023

Ujwal Rajendra Jadhav
Plot No. 10/C,
Jalgaon, 425001

210ACAR
MBAJ 30/23

Subject: Offer Letter

Dear Ujwal Rajendra,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Relationship Manager - MF - BFL, Institutional Business in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

1. You shall be based at Pune-1.
2. You will report to Rakesh Kumar Ray.
3. The proposed compensation details are attached in "Annexure A".

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 05/23/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U60010PN2001PLC015959

ANNEXURE A: CTC Break Up

COMPENSATION BREAK UP SHEET

Date: 05/22/2023

Name: Ujwal Rajendra Jadhav

Department: BFL

Designation: Executive

Band: GBZ A

Location Code: Pune-1 Location: Pune-1

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,750.00	105,000.00
2	Minimum HRA	4,375.00	62,500.00
3	Statutory Bonus	1,750.00	21,000.00
4	Flexible Benefits	12,071.00	144,852.00
	Sub Total (A)	26,946.00	323,352.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	421.00	5,052.00
7	E.S.I.C	0.00	0.00
	Sub Total (B)	2,221.00	26,652.00
	Total Fixed	29,167.00	350,004.00

Total Fixed CTC in Words 350,004.00(Three Lakh Fifty Thousand Only)

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411005 | Tel: +91-20-66026777 | Fax: +91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U66010PN2003PLC015953



Joining Confirmation

2 messages

pallavi hulji <pallavi.hulji@arshcorp.com>

Sat, 17 Jun, 2023 at 1:52 pm

To: pratibhakorale1998@gmail.com <pratibhakorale1998@gmail.com>

Cc: Arsh Management <management@arshcorp.com>

Dear PRATIBHA RAJENDRA KORALE,

On behalf of the company- **Velocity Business Solutions**, we have pleasure to confirm with you your joining as HR-Recruiter dated, **19th June 2023**. Hope you show the skills and capability required by your current position. We count on your continuous efforts, commitment to our company at your current position.

1. Basic 15000/- as per attendance.

2. On 1st 14 candidates o incentives. From 15th candidate onwards, On each candidate which you recruit you will get Rs.500/- on each candidate provided the candidate must be active for L+1 month.

3. TALKTIME:

1. To justify your attendance minimum 3 hrs Talktime is mandatory per day or 60 hrs in a month.

2. If you are not able to achieve any one condition of the above then Talktime policy will be applicable.

TALKTIME POLICY:

a) Total Talktime divided by 3 hrs per day is equal to number of present days.

b) Salary package divided by 30 days into number of present days is equal to basic salary in a month.

4. To justify your basic salary you need to have your active candidates in a month as under:

- If your talktime is 40 hrs minimum active candidates count should be 10.

· If your talktime is 50 hrs minimum active candidates count should be 15.

· If your talktime is 60 hrs minimum active candidates count should be 20.

5. If your talktime is less than 40 hrs or if you have achieved your 60 hrs talktime in both cases if you don't have expected active candidates, decision regarding your basic salary will be taken as per discussion with Management.

6. Regular office time is 9:30 to 7:00 pm.

a) If you arrive from 09:36 to 10:00 you will have to pay penalty of 50/-.

b) From 10:01 to 10:30 then penalty charge will be 100/-.

c) From 10:31 onwards it will be considered as half day.

d) On 1st five marks there is no penalty.

7. It is compulsory to serve 30 days notice period, if you leave job without 30 days notice period Company will not be responsible to pay any salary or incentives.

As acknowledgement kindly revert back on this mail as "Accepted"

Wish you more success and career development!!!!

For Velocity Business Solutions

Mrs.Pallavi Hulji,

Camp, Pune.

Pratibha Korale <pratibhakorale1998@gmail.com>
To: pallavi hulji <pallavi.hulji@arshcorp.com>
Cc: Arsh Management <management@arshcorp.com>

Sat, 17 Jun, 2023 at 2:46 pm

I accept the offer.

[Quoted text hidden]

2/3 DCA - MB
22-23 II

SuryaLogix Pvt. Ltd

Address: -S No.14, Dhadge Industrial Estate, Nanded Phata, Sinhagad Road Pune, Maharashtra, 411041.
Website: -www.suryalogix.com Email ID:hr@suryalogix.com
Contact details:-+91-9527818443 Support: - +91-9022928497

OFFER LETTER

Dear,
Mr. Rushikesh Pandule,

We are glad to inform you that based on the recent interview, you have been selected for the position of "Trainee Recruiter" at **SuryaLogix Pvt. Ltd.** We are pleased to offer you the position on the terms and conditions we have been mutually agreed.

You are requested to join us on '01-July-2023' failing which the offer stands void. Please sign on the copy of this letter or reply with a mail as an acknowledgment.

Please let us know if you have any questions or if we can do anything to make your arrival easier. Also please check the list of documents below which are mandatory for joining.

1. Copy of updated resume
2. Current address proof
3. Aadhar card
4. PAN card
5. 10th, 12th / Diploma Mark sheet & Degree Mark sheet
6. 4 Passport size photographs
7. Qualification-related certificates (SSC, HSC, Diploma, Degree, etc. All mark sheet & Certificates copies)
8. Bank Passbook Copy
9. Experience Letter Copy
10. Copy of Reliving Letter
11. Copy of Offer Letter

Please note that any discrepancies in the data you have provided can lead to rejection of your candidature.

We welcome you to **SuryaLogix Pvt. Ltd.** and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Thanking you.

For,

SuryaLogix Pvt. Ltd.

Authorized Signatory

Head-HR & Operations

Employee Signature

SuryaLogix Pvt. Ltd
Address: -S No.14, Dhadge Industrial Estate, Nanded Phata, Sinhagad Road Pune, Maharashtra, 411041
Website: -www.suryalogix.com Email ID:hr@suryalogix.com
Contact details:-+91-9527818443 Support: - +91-9022928497

21092023
MBA II 22-23



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

Offer Letter

Intern – H1 2023 – Data Analytics

01-05-2023

Dear Rutuja vijay shinde

Intern ID : EI0509

Welcome to Edulyt India !!

Your scheduled date of Internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an Intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav- HR

EDULYT India - Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>
Website : <https://edulyt.com>
Instagram : https://instagram.com/edulyt_india

18-06-2023

To,
Akshay Ankush Mhaske
Pune

Dear Akshay,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant** on the following terms and conditions:

Your Employee Code is **10142084**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **14-06-2023** and your place of posting is **Pune**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 300000 (Three lakh only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 25000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs. 15000/-
4. Total CTC per annum - Rs. 300000/-

Accepted By

Akshay Ankush Mhaske
18-06-2023 07:06:51

ZIBA-CAK
MBA -II
22-23 ✓

Dear Sir,



Date: 23-11-2022

Subject: Offer of Employment

Dear Anrula Gawda


Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with [Annexure 1] for your reference. An appointment letter along with the terms and conditions of employment will be found to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited


Sushil Chander
Vice President - Human Resources



ZIBACAR
MBA-2
22/23

Date: 23-11-2022

Subject: Offer of Employment

Dear Amruta Gavade,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in blue ink, appearing to read "Sushil Chander".

Sushil Chander
Vice President – Human Resources

Annexure 1

Date: 23-11-2022
Name: Amruta Gavade
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Mediclaim: INR2,00,000 for self and dependents

ZIBACAR
MBA II 27/23

6

LIFE GOALS DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 05/15/2023
Ajit Harimant Pabli
A4 - Unswd
Sangli, 416404

Subject: Offer Letter

Dear Ajit Harimant,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Relationship Manager - NT - Partnership Distribution, Institutional Business in Band G82 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

- 1. You shall be based at Pune-1
- 2. You will report to Madhuri Taori
- 3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 05/16/2023. In the event of your not being able to join on or before the latest date mentioned, please inform us, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or false, or if material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited

Plot - 10, 11th Floor, Bajaj Allianz House, Airport Road, Yerawade, Pune - 411004 | Tel: +91 20 6526 7222 | Fax: +91 20 6526 7223
Toll Free No. 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianz.co.in
CIN: L16102MH1999PL100000



ANNEXURE A: CTC Break Up
COMPENSATION BREAK UP SHEET

Date: 05/10/2023

Name: Ajit Hanamant Patil
 Department: Partnership Distribution
 Designation: Executive
 Band: GB2^A

Location Code: Pune-1 Location: Pune-1

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,750.00	105,000.00
2	Minimum HRA	4,375.00	52,500.00
3	Statutory Bonus	1,750.00	21,000.00
4	Flexible Benefits	12,071.00	144,852.00
	Sub Total (A)	26,946.00	323,352.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	421.00	5,052.00
7	E.S.I.C	0.00	0.00
	Sub Total (B)	2,221.00	26,652.00
	Total Fixed	29,167.00	350,004.00
	Total Fixed CTC in Words	350,004.00(Three Lakh Fifty Thousand Only)	

Bajaj Allianz Life Insurance Company Limited

Head Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411005 | Tel: +91 (0) 20 66000222 | Fax: +91 (0) 20 66000222
 Toll Free no. 1800 203 2272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66011PN2005PLC015659

Spmatihy



Other Benefits:

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group Mediclaim policy. The company shall subsidize the annual premium as per policy. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/intimation. This is based on the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) unless specified otherwise in writing by the Company.
8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

Bajaj Allianz Life Insurance Company Limited

Block Office Towers, Bajaj Estate House, Airport Road, Kharwada, Pune - 411006 | Tel: +91 20 66262222 | Fax: +91 20 66262766
 Toll Free No: 1800 209 2222 | E-mail: customercare@bajajallianz.co.in | Website: www.bajajallianz.co.in
 CIL: UG001074280NPLC015259

Final



**Background Verification Form
Letter of Authorization
Declaration and Authorization by the Candidate
To whom it may concern**

I understand that Bajaj Allianz Life Insurance Company Limited may use an outside agency to verify and validate the information I have provided including my employment, my personal background, professional standing, work history and qualifications. I understand that an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, criminal conviction records, school records, College records and professional and personal references. I authorize, without reservation, any individual, corporation or other private or public entity to furnish Bajaj Allianz Life Insurance Company Limited and the outside background agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that might arise from furnishing to Bajaj Allianz Life Insurance Company Limited and the outside agency information that they may request pursuant to this release.

This authorization and release, in original, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested. I hereby confirm that the below information is correct to the best of my knowledge and I understand that any misrepresentation or discrepancy noted in regards to me and/or any other disclosures made by me, company shall have complete right and authority to take necessary disciplinary action against me as deemed necessary, including immediate termination of my services and employment without any notice thereof.

Name in CAPITAL LETTERS: Ajit Hanamant Patil

**IMPORTANT: Copy of documents (as per "Documents Check-List") MUST be attached.
Please enter your name as it appears in your Passport or PAN Card.
Name change case : Kindly attach the name change Proof / Document**

Personal Details

Full Name		Gender
Ajit Hanamant Patil		Male
Date of Birth (mm/dd/yyyy) :	Permanent Account Number :	Martial Status :
01/30/2000	AZUPH2543Q	Single
Former Name(s) / Maiden Name (if applicable)		<u>Date of Name Change(mm/dd/yyyy)</u>
<u>First Name Middle Name Last Name</u>		(If Applicable)
Father's Name:	Mother's Name:	<u>Spouse's Name (First & Last)</u>
Hanamant Patil	Rokha Patil	

Current Address: At - Untwad , Post - Mundvegin , Tal - Jalh , Unwad,
Pin - 416404

Amit
Signature of the employee:

EMPLOYEES PROVIDENT FUND
ORGANIZATION

New Form No. 11- Declaration Form

(To be retained by the employer for future
reference)

Emp Code:

Employees provident funds scheme, 1952 (paragraph 34 & 57)
& Employees pension scheme 1995 (paragraph 24)

Company: Bajaj Allianz Life Insurance

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and /or EPS 1995 is
applicable)

1	Name of the member:	Ajit Hanamant Patil
2	<u>Father's Name () Spouse's Name ()</u> (Please Tick Whichever is Applicable)	Hanamant Patil
3	Date of Birth (MM/DD/YYYY)	01/30/2000
4	Gender: (male / Female / Transgender)	Male
5	Marital Status (married /Unmarried /widow/divorce)	Single
6	(a) Email ID	ajitpatil3012000@gmail.com
6	(b) Mobile No	9921018242
7	<u>Whether earlier a member of Employees 'provident Fund Scheme 1952</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
8	<u>Whether earlier a member of Employees 'Pension Scheme 1995</u>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>


If response to any or both of (7) & (8) above is yes, MANDATORY FILL UP THE (COLUMN 9)

9	a) Universal Account Number(UAN)					NA
	b) Previous PF a/o No	AP	IND	EST,GOVL	EXTN	PF NO.
	c) Date of exit from previous employment (MM/DD/YYYY)					
	d) Scheme Certificate No (if Issued)					
	e) Pension Payment Order (PPO)No (if Issued)					
10	a) International Worker:		Yes	No		
	b) If Yes . State Country Of Origin (India /Name of Other Country)					
	c) Passport No					
	d) Validity Of Passport (MM/DD/YYYY) to(MM/DD/YYYY)					
11	KYC Details: (attach Self attested copies of following KYCs) **					
	a) Bank Account No .& IFS code					
	b) AADHAR Number (12 Digit)	731732730969				
	c) Permanent Account Number (PAN),if available	AZUPH25430				

UNDERTAKING

1. Certified that the Particulars are true to the best of my Knowledge
2. I authorize EPFO to use my Aadhar for verification / e KYC purpose for service delivery
3. Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present P.F Account(The Transfer Would be possible only if the identified KYC details approved by previous employer has been verified by present employer
4. In case of changes in above details the same Will be intimate to employer at the earliest

Date: 05/15/2023
Place: Sangli


Signature of Member

DECLARATION BY PRESENT EMPLOYER

1. The member /Ms./Mrs Ajit Hanamant Patil has joined onand has been allotted PF Number.....
2. In case person was earlier not a member of EPF Scheme ,1952 and EPS,1995
 - (Post allotment of UAN) The UAN Allotted for the member is NA
 - Please tick the Appropriate Option:
 - The KYC details of the above member in the UAN database
 - Have not been uploaded
 - Have been uploaded but not approved
 - Have been uploaded and approved with DSC
3. In case the person was earlier a member of EPF Scheme ,1952 and EPS, 1995:
 - The above PF account number /UAN of the member as mentioned in (a) above has been tagged with his /her UAN/previous member ID as declared by member
 - Please Tick the Appropriate Option
 - The KYC details of the above member in the UAN database have been approved with digital signature Certificate and transfer request has been generated on portal,
 - As the DSC of establishment are not registered With EPFO the member has been informed to file physical claim (Form13) for transfer of funds from his previous establishment.

Date: 05/15/2023

Signature of Employer With seal of Establishment

FORM 2 (REVISED)

Nomination and Declaration form for Unexempted/Exempted Establishments

Declaration and Nomination Form under the Employees' Provident Funds and Employees' Pension Scheme (Paragraphs 33 & 61(1) of the Employees Provident Fund Scheme, 1952 and Paragraph 18 of the Employees' Pension Scheme, 1995)

1. Name (in Block Letters) : Ajit Hanamant Patil
 2. Father's/ Husband's Name : Hanamant Patil
 3. Date of Birth : 01/30/2000
 4. Sex : Male
 5. Marital Status : Single
 6. Account
 7. Address : At - Untwadi ,,
 Post - Mendhegiri , Tal - Jath , Untwadi
 Permanent : At - Untwadi ,,
 Post - Mendhegiri , Tal - Jath , Untwadi
Temporary
 8. Date of Joining :

PART- A (EPF)

I hereby nominate the person(s)/ cancel the nomination made by me previously and nominate the person(s) mentioned below to receive the amount standing to my credit in the Employees' Provident Fund, in the event of my death.

Name of nominee/nominees	<u>Address</u>	Nominee's relationship with the member	<u>Date of Birth</u>	Total amount of share of accumulation in Provident Fund to be paid to each nominee	If the nominee is a minor, name & relationship & address of the guardian who may receive the amount during the minority of nominee
1	2	3	4	5	6
Hanamant Patil	Untwadi	Father	01/05/1970	100%	

- *Certified that I have no Family as defined in para 7(g) of the Employees' Provident Fund Scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.
- *Certified that my father/mother is /are dependent upon

* Strike out whichever is not applicable.


 Signature or thumb impression of the subscriber

PART B (EPS) (Para 16)

I hereby furnish below particular of the members of my family who would be eligible to receive widow/ children pension in the event of my death.

S No	Name and Address of the family member		Date of Birth	Relationship with member
	Name	Address		
1	Haramant patil	A/p-untwadi	05-01-1970	Father
2	Rekha patil		01-01-1973	Mother
3	Amit patil	tal-jath	07-12-1993	Brother
4	chandrakita patil	Dist-Sargalis	06-11-2002	Sister
5				

**Certified that I have no family as defined in para 2(vii) of Employees' Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 162(a)(i) and

(ii) in the event of my death without leaving any eligible family member for receiving pension.

Name and Address of the Nominee	Date of Birth	Relationship with member
Haramant Patil	01/05/1970	Father

Date:

**Strike out whichever is not applicable

E. Matil
Signature or thumb impression of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt./Kum..... employed in my establishment after he/she has read the entries/entries been read over to him/her by me and got confirmed by him/her

Place

Date

Signature of the employer or other Authorized Officers of the Establishment
Destination

FORM F
[See sub-rule(1) of rule 6]
Nomination

To [Give here name or description of the establishment with full address.]

I, **Shri/ Shrimati/ Kuman Aji Hanamant Patil** whose particulars are given in the statement below

hereby nominate the person (s) mentioned below to receive the gratuity payable after my death as and the gratuity standing to my credit in the event of

my death before that a month has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in the proportion indicated against the name(s) of the nominee(s).

1. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section (2) of Payment of Gratuity Act, 1972.
2. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said
3. (a) My father/ mother/ parents is / are not dependant on me
 (b) my husband's father/ mother/ parents is/are not dependant on my husband.
4. I have excluded my husband from my family by a notice date the to the controlling authority in terms of the proviso to clause (h) of section 2 of the said
5. Nomination made herein in validates my previous nomination.

Nominee (S)

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion which the gratuity will be shared
Hanamant Patil	Father	01/05/1970	100%
so on .			

Statement

1 Name of employee in full : Aji Hanamant Raji
2 Sex : Male
3 Religion :
4 Whether unmarried/ married/ widow/ : Single
5 Department / Branch / Section where employed :
6 Post held with Ticket or Serial, if any. :
7 Date of appointment :
8 Permanent address : At - Untwadi , Post - Mendhegri , Tal - Jath Untwadi

Village Thana Sub-division Post Office

Place
Date

B. Mahim
Signature/ Thumb impression of the employee

Declaration by witnesses

Nomination signed/ thumb impressed before me,

Name in full and full Signature of witnesses

1. :
2. : 2.

Place
Date

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any

Signature of the employer/Officer authorized

Designation

Name and address of the Establishment or rubber stamp thereof.

Date

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date

B. Mahim
Signature of the employee

GROUP LIFE INSURANCE BENEFICIARY FORM

Beneficiary's Full Name: Hanuman Patel

Relationship to/for: Father

Beneficiary's Date of Birth: 01/05/1977

Signature of the employee:

E-Code:



121740

Bajaj Allianz Life Insurance Company Limited

Head Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune-411004 | Tel: +91-20-60026777 | Fax: +91-20-60026789

Toll Free no: 1800 209 7272 | Email: customerscare@bajajallianz.co.in | Website: www.bajajallianzlife.com
GIN: U66010PN2001PLC015953

Kyoritsu Electric India Pvt. Ltd.

ISO 9001:2015 Certified Company

CIN: U31400MH2008PTC181043 / UAN: MH17A0004561

GST No. 27AADCK3661K17B

Ref: KEIPL/STAFF/161

Date: 02/05/2023

Sub: Appointment letter**Dear Ms. Pratiksha Lingwat,**SIBAR
MBAJI 22/23

With reference to your application for the employment for the post of "Account Executive" & subsequent interview; we are pleased to appoint you for the said post on the following terms & conditions.

1) Date of Appointment:Your appointment will be effective from **2nd May 2023**.**2) Salary Package:**During the probation period of 6 months; the total consolidated salary would be **Rs. 28,996/-** per month.

After the confirmation, you would be eligible for other benefits i.e., Leave, Bonus, & Leave Travel Allowance, Gratuity (eligible after completion of 5 years of continuous service) as per the company's rules & regulations. You will be also covered with Accident Insurance Policy, Medical Insurance & Term Insurance as per the category.

3) Profession, Income Tax & EPF:

The taxes & EPF will be deducted as applicable from your salary on a monthly basis.

4) Key Result Area:

Your Key Result Areas will be discussed with you after your joining the company in due course.

5) Quality of work, IPR, Business Ethics:

You are expected to maintain, contribute, and enhance to the professional image of Kyoritsu Electric India Pvt. Ltd. & its division at customer offices by maintaining high standards of quality of work.

You are required to undertake the responsibility of business secrecy, non-disclosure of business secrets, non-copying of any Application & Systems/Equipment Software & H/w or documentation, no misuse of customer contacts, non-disclosure of customer office confidential information etc. You will have to sign an NDA to strictly adhere to these commitments. Any violation towards this will call a legal action.

You will also not engage yourself directly or indirectly in any other profitable business connected with the dealing or activities of the Company in any way.

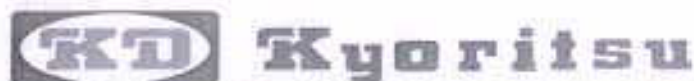
You are required not to divulge, communicate, or pass on any information related to any aspect of the company to anyone not employed by the company, in any form. You are required to deal with the company's money, material and documents with utmost honesty and professional ethics.

You will have to strictly adhere to the above commitments and any violation will result in immediate termination of your services with immediate effect, without any notice and/or without any compensation in lieu thereof.

6) A) Leaves:

You will be entitled for leave as per the company policy per year as follows

- Privilege Leave - 15 days (applicable after completion of 6 months' probation period).
- Casual Leave - 7 days
- Sick Leave - 8 days



SMT SOLUTIONS | PCB TESTING | FACTORY AUTOMATION

Kyoritsu Electric India Pvt. Ltd.

ISO 9001:2015 Certified Company

CIN: U31400MH2008PTC181ED43 / UAN-MH17AD0004561



GST No. 27AADCK6661K1ZB

B) Holidays:

- National Holidays – As per the Holiday list circulated for every calendar year.
- All Saturdays & Sundays.

Note: - If your role demands to be placed at customer site & or your project/ customer requirements demand it, then Weekend/National Holidays working will be at sole discretion of your reporting manager.

7) Reporting to work:

Your working duty will be from 9.00 a.m. to 6.30 p.m. including lunch break is subject to change as per the requirements of the client, team and or the project. This means that the shift time can be changed from the above-mentioned timings with a minimum prior notice.

The timing may stretch beyond mentioned as above.

You will be reporting to concerned authorities on timely basis as decided by the Management.

8) Probation:

You will be on probation for a period of 6 months from the date of joining as per the Company norms. Even after the end of probationary period, your services would not automatically become permanent, but shall become permanent only on the Company confirming it you in writing.

During the probation period your services can be terminated without notice and without assigning any reason and giving any compensation. On confirmation, your services are liable to be terminated by two months' notice on either side or salary in lieu of such notice.

During the probation period, two months' notice shall have to be given. In case you fail to give two months' notice in writing, the management shall have the right to make recoveries from your dues to the extent your notice falls short of two months.

You will not be entitled to any other payment, amenity or benefits other than the above salary during the period of probation.

After successful completion of your probation period, you will be confirmed in the services of the company provided that your work & conduct are found to be satisfactory as certified by your superiors.

Your performance will be appraised annually/ six monthly/ quarterly against your agreed KRAs and job responsibilities.

You will be required to abide by the standing orders and other Regulations that are in force such as zero tolerance and other related policies and those that promulgate from time to time hereinafter.

9) General Terms of Working:

This appointment is subject to your being found and certified physically and mentally fit. Please also share your Covid test report or the number of vaccines related to the same. You are required to maintain

yourself in a state of medical/physical/mental fitness and ensure annual medical check-up. Your services are transferrable to any location of the company anywhere in India or abroad at the discretion of the management. Also, you may be required to travel KEIPL office locations & Client offices on case-to-case basis. You will have to strictly adhere to the above commitments and any violation will result in termination of your services with immediate effect without any notice and/or without any compensation in lieu thereof. You will abide by the rules and regulations of the Company as may be in force from time to time.

You shall communicate to the company about any change in your address (Current / Residential) as well as your personal status by email or post. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.

Company Bond against Foreign Tour: The Company always giving the opportunity to its technical staff/engineers to get them trained at Principals facilities so that they are always acquainted with new & latest technologies to support customers. For this purpose, the engineer/staff who gets the opportunity needs to sign a bond as per the stipulated rules of the company.

Company Bond for Employment: The Company always giving the opportunity to its staff / engineers to get them trained on the job so that they are always acquainted with new & latest technologies to support customers. For this purpose, the engineer/staff needs to sign a bond as per the stipulated rules of the company.

10) Termination / Resignation:

If you intend to leave the employment of Company, you will have to give **Two months'** notice in writing in advance and/or two months gross salary in lieu thereof. Company may refuse to accept notice pay and, in those circumstances, you will be required to serve for the full notice period. Similarly, if company wishes to terminate your services you will be given two months' notice or two months' salary in lieu thereof. If you resign without serving the notice period, then the company is entitled to recover the notice pay. Company may hold last month salary and may disburse it in FNF settlement.

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

This letter is being issued to you in duplicate. You are requested to sign in the space provided below and return one copy as a token of your acceptance of the terms and conditions embodied therein.

Your Sincerely
For Kyoritsu Electric India Pvt Ltd.

Gauri Waykhinde
Sr. HR and Admin Officer



Acknowledgment:

I have read the terms and conditions of this appointment letter and here below gives my signature in acceptance of the same. I have also signed the previous pages as a token of my acceptance of the terms.

Date:

Signature:
(Mr. Pratiksha Lingwat)

Kyoritsu Electric India Pvt. Ltd.

ISO 9001:2015 Certified Company

CIN: U31200MH2018PT1181043 / UAN-MH17A0004561

GST No. 27AADCK3661K1ZB

A DECLARATION OF CONFIDENCE AND NON-DISCLOSURE

Date: 02/05/2023

To,
KYORITSU ELECTRIC INDIA PVT. LTD.
Plot No.10(P), Survey No.234, 235 & 245,
India Land Global Industrial Park,
Rajiv Gandhi Infotech Park, Phase 1,
Hinjewadi, Pune, Maharashtra 411057.

I, **Ms. Pratiksha Lingwat** the undersigned, hereby acknowledge and declare as follows:

1. All materials in relation to the company, its financial standing, electronic data, and business operation loaned or otherwise made available to me and all such disclosures in relation to the same made by or at the discretion of the company or its agent or employee during the course of employment and any addition, modification, alteration or development thereto are made available or communicated to me under confidentiality and secrecy.
2. I shall not at any time, whether before or after the termination or sooner determination of my employment with company, impart with nor make any disclosure of the said materials or information other than is necessary for the purpose of executing my duties under the employment with the company.
3. So long as I have in my possession any such materials or information, I shall not reproduce, exhibit or disclose to any person for any purpose other than is necessary for the execution of my duties under the employment with the company as aforesaid.
4. Upon termination or sooner determination of my employment with the company, I shall immediately deliver up to the Company any document, paper, note, electronic data or memorandum entrusted or made available to me during my course of employment as the proprietary right of the same remains with the company.
5. This declaration of confidence and non-disclosure is binding upon me so long as I have within my possession any of such materials or information, whether at that relevant point of time any employment with the Company is terminated or determined.

Signed by)
In the presence of)

(Pratiksha Lingwat)



ADFLIX MEDIA PVT. LTD

19

210009R
MBA II 02/23

Ref: 2077-73/1544

Date: 03/05/2023

**JOINING LETTER
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Prathamesh Nandkishor Redkar** Master of Business Administration student of Zeal Institute of Business Administration, Computer Application & Research Pune, pursuing his Industrial Training as part of 4th semester of MBA (Master of Business Administration) program Savitribai Phule Pune University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Sujit Patil | HR



Office No: A4, Success Chamber, Second Floor,
Apte Road, Near Goodluck Chowk, Pune
Maharashtra 411004

Contact +918857900039 | info@adflixmedia.com

www.adflixmedia.com



ZIBACAR
MBA
2022-23

Joining Letter

Date: 10/03/2023

Dear Prasad Khilare,
Warm Greetings!

Welcome to Electronet Equipment's Pvt. Ltd. (EEPL). We are glad that you have accepted our offer and look forward to you being a part of our family.
We are pleased to inform you that your journey at EEPL will commence on **1st April 2023** as **Assistant Manager Export Business department**.
You are requested to report at the address detailed below on **1st April 2023** at **9 a.m.**

Address:

Electronet Equipments Pvt. Ltd.
Plot no 8, (SEZ) phase I Kesurdi MIDC, Khandala, Satara - 412801.

We are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take EEPL to greater heights! Wish you the very best!



ELECTRONET EQUIPMENTS PVT. LTD.
Rajendra Nagaonkar (Managing Director)

ELECTRONET EQUIPMENTS PVT. LTD.

Manufacturing Unit & Registered Office

Plot No. 05 & 06, Tiny Industrial Estate, Khandala Bhatnagar, Pune - 411 040, Maharashtra, India
Phone : +91-20-2693 1476 / 2039 Email : hr@eeplindia.com Fax : +91-20-2690 4122

CIN No : U31200PN2002PTC0017525

www.eeplindia.com

EEPL

ESTD 2002

30%
ROCE

100%
EXPORT

100%
R&D

100%
CUSTOMER
SATISFACTION



ZIBA CAR
MBA II 20/22

9

Kotak Mahindra Bank

March 2, 2023

Dear Rahul Rathod

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the position of **Assistant Manager**, at Grade **M1** in our organization at **Pune**.

Your annual compensation in terms of fixed cost to company will be INR. 300,000/- (Three Lakh). A detailed appointment letter will be issued to you, subsequent to acceptance of this offer.

Name	Rahul Rathod
Designation	Assistant Manager
Role	Acquisition Manager
Function	Acquisition Manager-RL SALES-Sales
State	Maharashtra
With effect from	03-Apr-23

Compensation Structure					
	Components	P.M.	P.A.	Frequency	Remarks
a. Basic	Basic Salary	12,963	155,550	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (If any).
b. Housing	House Rent Allowance	5,437	65,242	Monthly	Upto 50% of Basic Salary
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: Health to the power infinity .
	Statutory Bonus	2,593	31,110	Monthly	Payable as per Payment of Bonus Act
d. Insurances Premiums	Mediclaim		7,750	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. Policy is renewed in April every year. More details in Kotak Mediclaim Policy. Voluntary

Kotak Mahindra Bank Ltd
CIN: 165110MH1985PLC038137

Kotak Infini, Building No. 21,
Zone 4, 2nd floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

					top-up and parents policies cover premium is paid by you. Employee will be eligible for Mediclaim policy on completion of 6 months.
	Kotak Term Life + GPA		2,200	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		7,482	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		18,666	Annual	Company's contribution towards PF @12% of Basic
f. Total Fixed Pay (a+b+c+d+e)	Total Fixed Pay	21,992	300,000		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> - Shift Allowance - for employees working in shift as per Shift Working policy - Remote Working Allowance - for the roles as per Remote working Policy - Corporate Mobile SIM - for the roles as per Mobile Policy - Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy - Laptop/ Desktop - as per the role eligibility and company policy. 				
Potential Variable Pay	As per the variable pay policy applicable for your role				
Other Benefits	- Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details.				

Please note that this email is intended for your understanding of the salary components only and should not be construed as a formal offer of employment. We shall issue a formal appointment letter once you give your acceptance of the above to us either on email/system. After receiving your Appointment Letter you should initiate your resignation with your current employer.

Kotak Mahindra Bank Ltd
CIN: 165110MH1985PLC038137

Kotak Infini, Building No. 21,
Zone A, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



Kotak Mahindra Bank

Please note your employment is subject of the positive background verification of all the details provided by you including Employment/ Educational documents. Therefore, it is advised that you submit documents best to your knowledge.

Yours sincerely,

For Kotak Mahindra Bank Ltd,

Rakesh Tanwar
Associate Vice President
Human Resources

Kotak Mahindra Bank Ltd.

CIN: L6511UMH1985PLC038137

Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Mafai (E), Mumbai 400097,
Maharashtra, India

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India



AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office

Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070 Fax: 022-2503-4545

CIN - U34100MH1948PTC005781 . Tel. 6156 3700 / 799 . Website: www.automotivemvl.com

Date: April 01, 2023

To,
Rameshwar Sakaru Rathod
Employee Code : 009191

21BACAR
MBA II - 22/23

Subject: Appointment Letter

Mr Rameshwar Sakaru Rathod,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization under the following terms and conditions:

1. DATE OF APPOINTMENT :

Your appointment will to be effective from April 01, 2023

2. DESIGNATION & GRADE

You will be designated as "JUNIOR EXECUTIVE" in the Grade 'JM7' in Sales Department in Ashok Leyland Division. Your work will be purely of Supervisory and Administrative capacity and therefore you are not a "Workmen" as defined under The Industrial Disputes Act, 1947 and its modifications and amendments, thereof

3. PLACE OF POSTING

You will be posted at the Company's Establishment (Office /Workshop/Spare Parts or any other location of the Company) located at Ambegaon Leyland. However, your appointment will be strictly subject to the conditions that you may be posted and transferred anywhere in India or in any department, branch office or establishment owned or managed by the Company or any group company / affiliates, which are in existence or which might be set-up in future at the discretion of the Management. You shall have to abide by the Transfer Order issued to you by the Management without a right of refusal.

4. JOB DESCRIPTION

Your job description is in accordance to the roles and responsibilities that are allocated to you from time to time and as projected for the year, inclusive of that which are indicated in the KRA. Further, we expect you to take care of those incidental allied services, which though not covered in your KRA's, but are very crucial and important in the interest of the organization. However, it is pertinent to note that the same shall be subject to change/revisions/additions depending on the requirement and exigencies of work. You do not have a right to decline or refuse the job allocated to you.

5. SHIFT TIMINGS:

Your working hours will be governed by the Statutory Rules, Regulations of the Statute and Policy framed by the Management from time to time. The Management shall have every right to allocate shift timings of your work and you shall abide by the same.

You shall be governed by the rules, regulations and policies of the Company with respect to the number of days of working during the week. However, your salary will be for all purposes considered on per month/mensem.

Signature valid

Digitally signed by:
AJAY DAVID
Fri Apr 07 13:25:07 IST 2023



ZIBACAR
MBA 2022-23

SANJAY R. SHIVARKAR

Shop No. 1, Shardaankheta Garden Society,

Sr. No. 525, BenkarVasti, Dhayari, Pune-411041

M. No. 8421653887, Email ID sanjay24@gmail.com

Date: 22nd March 2023

OFFER LETTER

Dear Mrs. Pooja Sumit Wagh

Address: Flat No. 208, BenkarVasti, Dhayari, Pune-411041

Email ID: poojakambhar123@gmail.com

Contact No. 7972226147

Congratulations on successfully completing of interview with us. We have found your skill and competencies matching our requirement.

As mutually discussed and agreed, we are pleased to offer you an appointment as per details given hereunder:

- i) Date of Joining 27th March 2023, Monday
- ii) You will be designated Account Executive.
- iii) You will be located at Pune.
- iv) You will be entailing to an all-inclusive compensation cost Rs 22000/- (Twenty-Two Thousand Only) per month.
- v) This offer is subject to completing of joining formality above mentioned date of joining, failing which this offer will stand rescinded.

We are looking forward to having you on our team.

Yours Faithfully,



Mr. Sanjay R. Shivarkar
Proprietor

Other Benefits:

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group Mediclaim policy. The company shall subsidize the annual premium as per policy. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) unless specified otherwise in writing by the Company
8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerwade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026788
 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66017PN2001PLC015069

Background Verification Form
Letter of Authorization
Declaration and Authorization by the Candidate
 To whom it may concern

I understand that Bajaj Allianz Life Insurance Company Limited may use an outside agency to verify and validate the information I have provided including my employment, my personal background, professional standing, work history and qualifications. I understand that an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, criminal conviction records, school records, College records and professional and personal references. I authorize, without reservation, any individual, corporation or other private or public entity to furnish Bajaj Allianz Life Insurance Company Limited and the outside background agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that might arise from furnishing to Bajaj Allianz Life Insurance Company Limited and the outside agency information that they may request pursuant to this release.

This authorization and release, in original, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested. I hereby confirm that, the below information is correct to the best of my knowledge and I understand that any misrepresentation or discrepancy noted in regards to me and/ or any other disclosures made by me, company shall have complete right and authority to take necessary disciplinary action against me as deemed necessary, including immediate termination of my services and employment, without any notice thereof.

Name In CAPITAL LETTERS: Pallavi Deepak Vairat

IMPORTANT. Copy of documents (as per "Documents Check-List") MUST be attached.
 Please enter your name as it appears in your Passport or PAN Card.
 Name change case : Kindly attach the name change Proof / Document

Personal Details

Full Name		Gender	
Pallavi Deepak Vairat		Female	
Date of Birth (mm/dd/yyyy): 09/20/1996	Permanent Account Number : BTAPV7777H	Marital Status : Single	
Former Name(s) / Maiden Name (if applicable)		<u>Date of Name Change(mm/dd/yyyy)</u>	
<u>First Name Middle Name Last Name</u>		(If Applicable)	
Father's Name: Deepak Dattu Vairat	Mother's Name: Rokha Deepak Vairat	<u>Spouse's Name :(First & Last)</u>	
Current Address: 29, Shivajinagar, Near Juna Tophkhana , Shivajinagar Pune City, Pin : 411005			
<u>Signature of the employee:</u>			

**EMPLOYEES PROVIDENT FUND
ORGANIZATION**

New Form No.11- Declaration Form

(To be retained by the employer for future
reference)

Emp Code:

Employees provident funds scheme, 1952 (paragraph 34 & 57)
& Employees pension scheme 1995 (paragraph 24)

Company: Bajaj Allianz Life Insurance

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and /of EPS1995 is
applicable)

1	Name of the member	Pallavi Deepak Vairat	
2	<u>Father's Name () Spouse's Name ()</u> (Please Tick Whichever Is Applicable)		
3	Date of Birth (MM/DD/YYYY)	09/20/1998	
4	Gender: (male / Female /Transgender)	Female	
5	Marital Status (married /Unmarried /widow/divorce)	Single	
6	(a) Email ID: (b) Mobile No:	vairatpallavi6@gmail.com 7276465223	
7*	<u>Whether earlier a member of Employees 'provident Fund Scheme 1952</u>	Yes	No
8*	<u>Whether earlier a member of Employees 'Pension Scheme ,1995</u>	Yes	No

<i>If response to any or both of (7) & (8) above is yes. MANDATORY FILL UP THE (COLUMN 9)</i>						
a) Universal Account Number(UAN)		NA				
<u>b) Previous PF a/c</u>		<u>AP</u>	<u>HYD</u>	<u>EST.CODE</u>	<u>EXTN</u>	<u>PF NO.</u>
No						
9	c) Date of exit from previous employment (MM/DD/YYYY)					
	d) Scheme Certificate No (if Issued)					
	e) Pension Payment Order (PPO)No (if Issued)					
10	a) International Worker:		Yes		No	
	b) If Yes , State Country Of Origin (India /Name of Other Country)					
	c) Passport No					
	d) Validity Of Passport (MM/DD/YYYY) to(MM/DD/YYYY)					
KYC Details: (attach Self attested copies of following KYCs) **						
11	<u>a) Bank Account No. & IFS code</u>					
	b) AADHAR Number (12 Digit)		242029283246			
	c) Permanent Account Number (PAN),if available		BTAPV7777H			
UNDERTAKING						
<p>1. Certified that the Particulars are true to the best of my Knowledge</p> <p>2. I authorize EPFO to use my Aadhar for verification / e KYC purpose for service delivery</p> <p>3. Kindly transfer the funds and service details, if applicable if applicable, from the previous PF account as declared above to the present P F Account(The Transfer Would be possible only if the identified KYC details approved by previous employnr has been verified by present employer</p> <p>4. In case of changes in above details the same Will be intimate to employer at the earliest</p>						
<p>Date:05/15/2023 Place: Pune</p> <p style="text-align: right;"><u>Signature of Member</u></p>						

DECLARATION BY PRESENT EMPLOYER

1. The member /Ms./Mrs Pallavi Deepak Vairat has joined onand has been allotted PF Number

2. In case person was earlier not a member of EPF Scheme ,1952 and EPS,1005

- (Post allotment of UAN) The UAN Allotted for the member is NA
- Please tick the Appropriate Option:
- The KYC details of the above member in the UAN database
 - Have not been uploaded
 - Have been uploaded but not approved
 - Have been uploaded and approved with DSC

3. In case the person was earlier a member of EPF Scheme ,1952 and EPS, 1995:

- The above PF account number /UAN of the member as mentioned in (a) above has been tagged with his /her UAN/previous member ID as declared by member
- Please Tick the Appropriate Option
 - The KYC details of the above member in the UAN database have been approved with digital signature Certificate and transfer request has been generated on portal.
 - As the DSC of establishment are not registered With EPFO the member has been informed to file physical claim (Form13) for transfer of funds from his previous establishment.

Date: 05/15/2023

Signature of Employer With seal of Establishment

FORM 2 (REVISED)

Nomination and Declaration form for Unexempted/Exempted Establishments

Declaration and Nomination Form under the Employees' Provident Funds and Employees' Pension Scheme
(Paragraphs 33 & 51(1) of the Employees Provident Fund Scheme, 1952 and Paragraph 19 of the Employees' Pension Scheme, 1995)

1. Name (in Block Letters) : Pallavi Deepak Vairat
 2. Father's/ Husband's Name :
 3. Date of Birth : 09/20/1998
 4. Sex : Female
 5. Marital Status : Single
 6. Account :
 7. Address : 29, Shivajinagar,
 Near Juna Tophkhana , Shivajinagar Pune City

Permanent : 29, Shivajinagar,
 Near Juna Tophkhana , Shivajinagar Pune City

Temporary :

8. Date of Joining :

PART- A (EPF)

I hereby nominate the person(s)/ cancel the nomination made by me previously and nominate the person(s) mentioned below to receive the amount standing to my credit in the Employees' Provident Fund, in the event of my death.

Name of nominee/nominees	<u>Address</u>	Nominee's relationship with the member	<u>Date of Birth</u>	Total amount of share of accumulation in Provident Fund to be paid to each nominee	If the nominee is a minor, name & relationship & address of the guardian who may receive the amount during the minority of nominee
1	2	3	4	5	6
Deepak Dattu Vairat		Father	06/01/1975		

- *Certified that I have no Family as defined in para 2(g) of the Employees' Provident Fund Scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.
- *Certified that my father/mother is /are dependent upon

* Strike out whichever is not applicable.

Signature or thumb impression of the subscriber

PART B (EPS) (Para 18)

I hereby furnish below particular of the members of my family who would be eligible to receive widow/ children pension in the event of my death.

<u>S No.</u>	<u>Name and Address of the family member</u>		<u>Date of Birth</u>	<u>Relationship with member</u>
	<u>Name</u>	<u>Address</u>		
1.				
2.				
3.				
4.				
5.				

**Certified that I have no family as defined in para 2(vii) of Employees' Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 162(a)(i) and

(ii) in the event of my death without leaving any eligible family member for receiving pension.

<u>Name and Address of the Nominee</u>	<u>Date of Birth</u>	<u>Relationship with member</u>
Deepak Dattu Vairat	06/01/1975	Father

Date :

**Strike out whichever is not applicable.

Signature or thumb impression of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt./Kum..... employed in my establishment after he/she has read the entries/entries been read over to him/her by me and got confirmed by him/her

Place

Date

Signature of the employer or other Authorized Officers of the Establishment

Destination

FORM 'F'
[See sub-rule(1) of rule 6]
Nomination

To: [Give here name or description of the establishment with full address.]

I, **Shri/ Shrimati/ Kumari Pallavi Deepak Vairat** whose particulars are given in the statement below,

hereby nominate the person (s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of

my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in the proportion indicated against the name(s) of the nominee(s).

1. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause(h) of section (2) of Payment of Gratuity Act, 1972.

2. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

3. (a) My father/ mother/ parents is / are not dependant on me
 (b) my husband's father/ mother/ parents is/arenot dependent on my husband.

4. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the proviso to clause (h) of section 2 of the said Act.

5. Nomination made herein in validates my previous nomination.

Nominee (S)

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion which the gratuity will be shared
Deepak Dattu Vairat	Father	06/01/1975	100%
so on.			

Statement

1. Name of employee in full : Pallavi Deepak Vairat
2. Sex : Female
3. Religion :
4. Whether unmarried/ married/ widow/ : Single
5. Department / Branch / Section where employed :
6. Post held with Ticket or Serial , if any. :
7. Date of appointment :
8. Permanent address : 29, Shivajinagar Near Juna Tophkhana Shivajinagar
Pune City

Village.....Thana.....Sub-division.....Post Office.....

Place
Date

Signature/ Thumb Impression of the employee

Declaration by witnesses

Nomination signed/ thumb impressed before me.

Name in full and full Signature of witnesses

1. 1.
2. 2.

Place
Date

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any

Signature of the employer/Officer authorized

Designation.....

Name and address of the Establishment or rubber stamp thereof.

Date

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'T' filed by me and duly verified by the employer.

Date

Signature of the employee

GROUP LIFE INSURANCE BENEFICIARY FORM

Beneficiary's Full Name: Deepak Dattu Vairat

Relationship to You: Father

Beneficiary's Date of Birth (mm/dd/yyyy): 06/01/1975

Signature of the employee:

E-Code -

158844

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 |

Fax: +91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U66010PN2001PLC015959

Think Que . . .

Date:-10th April, 2023

ZIBACAR
MBA
2022-23

LETTER OF INTENT TO OFFER

Dear Pratima Patekar,

Consequent to your interview with Think Que, we are pleased to inform that you have been shortlisted as **Business Development Executive** and will be joining us on 10/04/23. Your contribution is imperative to assure our sustained success and growth.

Your gross Monthly remuneration (CTC) will be **Rs.33000 /-** (Rupees Thirty Three Thousand only) with below mentioned details for your reference. You are appointed to work from **Pune Office**.

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure A within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on the submission of all documents mentioned in Annexure B.

Again, Welcome! We hope that your career here will be a gratifying one.

Best regards,

Abhijeet Gaikwad

Business Head

Registered Office: -S.N.51, Plot No.4, Dhankori Road, Malharaja Pratap Chowk, Dhankori Nagar, Dhankori,Pune, Maharashtra, India - 411015.

Corporate Office: - Spring Board, Sky Loft , Creativity Mall , Opposite Golf course,Shastri Nagar, Yerawade, Pune, Maharashtra, India - 411016

Contact Number: +91 9494940877, Email:- hr@thinkque.com
Think Que Consulting Private limited [CIN: U80300PN2019PTC187046]

3

31

21/04/2023

To,
Mr. Jai Gondkar

21 APRIL 2022-23 MBA

Subject: Offer Letter for Digital Marketing Executive

Dear Jai,

Warm Greetings from A Consultancy!

It gives me immense pleasure in offering a Digital Marketing Executive at A Consultancy. Based on our discussion your employment and monthly remuneration thereof are mentioned in the below table.

Sr. No	Months	Monthly salary
1	May - June 2023	₹8,000
2	August 2023 onwards	₹20,000

Wishing you the best for your tenure at A Consultancy. I hope you would have an enjoyable, memorable and satisfying experience.

Welcome aboard!



Dr Amey Pangarkar
Proprietor,
A Consultancy

Date: - 19th July 2022

APPOINTMENT LETTER FOR INTERNSHIP

2 P BACAR .
MBA II 22/23

Dear Saurav Patil,

Consequent to your interview with Think Que, we are pleased to inform that you have scored decently in all the rounds conducted by the company and you have been shortlisted as an intern for a period of **3 Months** and will be joining us from **01/09/2022**. You would be required to report at our head office on 1st of September at 10:00 A.M. sharp. The dress code for your entire tenure will be strict business formals and semi casuals on Saturdays.

Your gross Monthly remuneration (Stipend) will be **Rs.10000 /-** (Rupees Ten Thousand only). You are initially appointed to work from **Pune Office**. The Stipend for first 60 days will be credited to your account after **60 Days** from the date of your joining.

We assure that we imbibe the best of the Management skills through this internship and in return, your contribution is imperative to assure our sustained success and growth.

Your Internship with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure A within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The appointment letter is an intent of making an internship proposition and will be deemed concluded only on the submission of all documents mentioned in Annexure B.

Again, Welcome! We hope that your career here will be a gratifying one.

Best Regards,

Priya

BhatiHR

Head

Registered Office: -SN.51, Plot No.4, Dhanori Road, Maharana Pratap Chowk, Bhairav Nagar, Dhanori,Pune, Maharashtra, India - 411015.
Corporate Office: - Spring Board, Sky Loft , Creaticity Mall , Opposite Golf course,Shastrinagar, Yerawada, Pune, Maharashtra, India - 411016

Contact Number: - +91 9494940822, **Email:** - thinkque@gmail.com
Think Que Consulting Private limited (CIN: U80300PN2019PTC187046)

Offer Letter for Vishal Sapa

Inbox



ZIBACOR
MR A-2
22/23



Square Yards 11:47 AM

to me, suhas.paithankar, rabjyot.pasric...



Dear Vishal Sapa,

Congratulations!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Investment Manager** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- The candidate will also be entitled to a variable incentive earned as a percentage of the revenue generated by the candidate on achieving the minimum required revenue target. The percentage will be determined in the incentive model which will be shared with the employee along with the Job Description. The incentive percentage and slabs will be subject to change from time to time at the sole discretion of the Company.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

Pune- (Amar Paradigm Baner)

Reporting Date & Time:

07-Jun-2023, 9:30 AM

Venue Detail:

315 Work Avenue, 4th floor,
Amar Paradigm, Sr No. 110/11/3,
Baner - Mahalunge Rd, Opp
Chroma, Baner, Pune,
Maharashtra 411045

Contact Person:

Rabjyot Pasricha

STRICTLY PRIVATE AND CONFIDENTIAL

25

Date: 28-02-2023

21BACAR
MBA 2
22/23

Dear Ratnadeep Ganesh Kashid,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - Underwriting" at GB02 Band.

2. PERIOD OF EMPLOYMENT

- 2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **03-04-2023** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2 The retirement age of the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1 You shall be based in our Pune - Corporate Office office but may be required to serve the Company in any place within or outside India, as required.
- 3.2 You may be required to travel nationally and internationally on the business of the Company.
- 3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	:	JR00106214 / 1188648
Full Name	:	Ratnadeep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023/05:59:19 PM
Mobile	:	9359861934
IP Address	:	152.57.217.161

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

8. COMPANY POLICIES AND PROCEDURE

- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

IR & Application No.	:	JR00106214 1188649
Full Name	:	Ratnadeep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023 06:59:19 PM
Mobile	:	9359861914
IP Address	:	152.57.217.161

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to (or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

JH & Application No.	:	JR00106214 1188648
Full Name	:	Retnadeep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023 05:59:19 PM
Mobile	:	9359861914
IP Address	:	152.57.217.161

11. INTELLECTUAL PROPERTY

- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes consideration for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue to apply after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

IR & Application No.	:	IR00106214 1188649
Full Name	:	Ratnadeep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023 05:59:19 PM
Mobile	:	9359861914
IP Address	:	152.57.217.161

12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation, you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

JR & Application No.	:	JR00106214 1188649
Full Name	:	Ratnadeep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023 05:59:19 PM
Mobile	:	9359861914
IP Address	:	152.57.217.161

Annexure - A

Detailed Salary Structure

Date : 28-02-2023
 Name : Ratnadeep Ganesh Kashid
 Band : G802

Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	99,928	8,327
Statutory Bonus	35,472	2,956
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Gratuity	5,195	
Inculcative Performance Pay#	79,750	

The Inculcative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the right to amend policy at any point of time.
 * The exact sum of all elements may remain up to Rs. 10L. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or regulation, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinafter. In such cases the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

JR & Application No.	: JR00106214 1188648
Full Name	: Ratnadeep Ganesh Kashid
Consent Details	: Accepted
Date & Time	: 28-02-2023 05:59:19 PM
Mobile	: 9359861914
P-Address	: 152.57.217.161

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

Encl: Annexure

I have fully read and understood the terms of the Employment Letter. I accept the same on the above terms and conditions, and as appointed I agree to abide by the rules and regulation of the company and will be joining on 03-04-2023.

By entering the one-time password ("OTP") sent by Bajaj Finance Limited or by submitting physical signature, I hereby confirm that I have read, understood and unconditionally agree and acknowledge to be bound by the terms of this letter

Name and OTP Acceptance, confirming acceptance of the above terms and conditions

IR & Application No.	:	IR00106214 (1188613)
Full Name	:	Rathadweep Ganesh Kashid
Consent Details	:	Accepted
Date & Time	:	28-02-2023 05:59:19 PM
Mobile	:	9359861913
IP Address	:	152.57.217.161



Digitally signed by
DS BAJAJ FINANCE
LIMITED 1
Date: 2023.02.28
17:59:24 +05:30
Reason: Security
Location: Pune

Contact

www.linkedin.com/in/rituja-santosh-badhe-323a48230 (LinkedIn)

Top Skills

Video Editing
Microsoft Office
Problem Solving

Languages

English
Marathi
Hindi
Rajasthani

Certifications

Product Management
Digital Marketing Fundamentals
Nation Wide financial Market Quiz
Digital Marketing Foundations
2-Maharashtra Battalion

Rituja Santosh Badhe

MBA candidate at Zeal Institute of Management

Pune, Maharashtra, India

ZIBACAR
MBA-2
22/23

Summary

I am the student in ZEAL INSTITUTE OF MANAGEMENT and doing MBA with Marketing specialization.

I am self motivated person who thinks everyday learning is important for everyone whether it is young or old.

I am very enthusiastic and ambitious person.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Marketing and Digital Marketing
(2021 - 2023)

MES Garware College of Commerce

Bachelor of Commerce - BCom, Banking and Finance (August 2018 - August 2021)

Army Public School (APS)

Commerce (April 2016 - April 2018)

Contact

www.linkedin.com/in/vrushali-gawade-7a0074200 (LinkedIn)

Top Skills

Research

Marketing

Training

Vrushali Gawade

21BACA-MBA-2

22/23

#MBA(Marketing)| #Automobile Engineering| #Digitalmarketing|
#Advertisement| #Marketingandsales| #marketingmanagement
Pune, Maharashtra, India

Summary

To secure a challenging position in a reputable organization to expand my learnings, knowledge, and skills. Secure a responsible career opportunity to fully utilize my training and skills, while making a significant contribution to the success of the company. Seeking an entry-level position to begin my career in a high-level professional.. I have found that nothing satisfies me more than meeting new people, Developing new relationships, and contributing to the overall growth of an organization.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Business, Management, Marketing, and Related Support Services - (December 2021 - August 2023)

Savitribai Phule Pune University

Master of Business Administration - MBA, Marketing/Marketing Management, General - (November 2021 - July 2022)

Dr.D.Y Patil School of engineering & Technology Lohegaon Pune

Bachelor of Engineering - BE, Automotive Engineering - (2017 - 2020)

SVPM Collage of Engineering & Technology Maiegaon Baramati
Pune

Diploma, Automobile Engineering - (2015 - 2017)

TC Collage Baramati

HSC, Science - (2013 - 2015)

Contact

www.linkedin.com/in/gosavi-shubham (LinkedIn)

Top Skills

Business Management

SQL

Business Analysis

Shubham Gosavi

Business Analytics | Data Engineer | Hadoop | AWS | Python | Spark | SQL

[Profile Manager](#) [Logout](#)

ZIBACAR

MBA-2

22/23

Experience

Destek Infosolutions Private Limited

Business Analyst Intern

November 2023 - Present (4 months)

[Profile Manager](#) [Logout](#)

TSL Consulting Pvt. Ltd.

Data Analyst

September 2022 - November 2022 (3 months)

[Profile Manager](#) [Logout](#)

Brandessence™ Market Research

1 year 5 months

Digital Marketing Executive

December 2020 - September 2021 (10 months)

[Profile Manager](#) [Logout](#)

Digital Marketing Intern

May 2020 - December 2020 (8 months)

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Business Analyst (January 2021 - October 2023)

Ahmednagar Jilha Maratha Vidya Prasarak Samaj's New Arts, Commerce & Science College, Ahmednagar 414001
BBA(CA), Computer Software Engineering - (2017 - 2020)

MUDRAANGLE TECHNOLOGIES LLP

26

Ms. Riya

To,

21BARBAR
MBA-2
22/23

Pruthi Pratham Bliss
Block No. 01, Ashiyana Colony,
Panchavati Naka, Sewdi
Ahmednagar - 414003

Letter of Intent

Dear Ms. Riya,

On behalf of Mudraangle Technologies LLP, I am excited to extend an offer of employment to you for the position of Business Manager within our Marketing department. This position is located in Baner, Pune. This position is scheduled to begin on 1st April 2023.

This position will pay a fixed remuneration of Rs 300,000/- Lacs per annum and will also have additional component such as performance linked incentives and other company benefits. In this role, you will report directly to the Marketing Head.

You will be on probation for 6 months from the date of joining during which time your services may be terminated with 1 months notice or pay in lieu thereof. Detailed offer letter mentioning all the benefits and terms will be shared with you post your joining.

Please review this letter in full and sign to confirm your acceptance of the position.

We look forward to having you begin your career at Mudraangle Technologies LLP and wish you a successful career. Welcome to our team!

Sincerely,

Ashish



Ashish Dighule (Founder & CEO)



+91 7066188088



contact@fundspi.com
www.fundspi.com



203, Pratham Bliss, Next to BSN
Telephone Exchange, Baner Rd
Pune, Maharashtra 411045

Offer Letter

Date:10/04/2023

Dear Mayuri Jorwar

We are excited to be offering you a full-time position as a HR Trainee at **Optical Arc Pvt Ltd**, reporting directly to Senior. Based on your experience, interviews, and design portfolio, we are looking forward to seeing how you will take our Company to the next level. As Per your conversation with HR Team, First three Month will be your Unpaid Training Period (Work From Home) hence after evaluation on your performance we will offer you an annual starting Package.

If you decide to accept this role, your anticipated start date will be **April 10th, 2023** at our **Head Office location(712A, Gera's Imperium Alpha, Rajaram Patil Nagar, Kharadi, Pune-411014)**.

As an employee of **Optical Arc Pvt Ltd**, you will also have access to our comprehensive benefits program, which includes leaves, health insurance, etc.

To accept this offer, please email me at hr@opticalarc.com ASAP hence I will get you started with the rest of the onboarding process.

We are excited about the possibility of you joining Company **Optical Arc Pvt Ltd**, If you have any questions, please contact me directly via phone or email.

Sincerely,

Priyanka Nanaware**HR Team**hr@opticalarc.com

9834250298

Optical Arc Pvt Ltd

**Head Office: 712A, Gera Imperium Alpha, EON Free Zone,
Kharadi, Pune - 411014**

54
21/04/23
MBA II 20/23

Contact

www.linkedin.com/in/rushikesh-bidve-81587821a (LinkedIn)

Top Skills

Finance

Accounts Payable (AP)

Accounts Receivable (AR)

RUSHIKESH BIDVE

Accounts Payable Associate

Pune, Maharashtra, India

Experience

WNS Global Services

Accounts Payable Associate

January 2024 - Present (2 months)

Pune, Maharashtra, India

ZIBA/A D

MBA-2

22/33

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Finance - (January 2021)

college of computer science and information technology latur

Bsc(CS), Computer Programming/Programmer, General - (2018 - 2021)

Savitribai Phule Pune University

Master of Business Administration - MBA, Finance - (December 2021 - August 2023)

Contact

www.linkedin.com/in/parag-atre-b643b8182 (LinkedIn)

Top Skills

Business-to-Business (B2B)

Sales

Inside Sales

Certifications

Bajaj cbfi course

Google Cloud Certified Professional Cloud Architect

HTML Fundamentals Course

Marketing analytics

Parag Atre

Always try to learn new things and skills

Maharashtra, India

Experience

MMAG

Intern

October 2022 - November 2022 (2 months)

[Pune, Maharashtra, India](https://www.mmag.com)

At MMAG, I worked as social media intern where I was in charge of posting on social media, doing strategic research, blogging, and creative Strategies.

Agile Capital Services

Intern

September 2022 - October 2022 (2 months)

At Agile capital services i worked as sales and marketing intern in the insurance sector. I was in charge of lead generation, sales, marketing, and dar creation.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA - (2021 - 2023)

North Maharashtra University

Bachelor of Business Administration - BBA, Business Administration and Management, General - (2018 - 2021)

ZIBA CAR
MBA-2
22/23

✓
MIBT

Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: GANESH MAGAR

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be 13000/INR, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be 12800/INR.

For Joining process carry your below documents

- 1} Adhar Card Xerox
- 2} Pan Card Xerox
- 3} Higher Qualification Certification (SSC/HSC/ANY Graduation)
- 4} 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

Contact

www.linkedin.com/in/nikita-suresh-bhandari-b56a9222a (LinkedIn)

Nikita Suresh Bhandari

Zeal Education Society

Pune, Maharashtra, India

ZIBACAR

MBA-2

22/23

Experience

Legal Solutions

Team Leader

December 2020 - December 2021 (1 year 1 month)

Pune, Maharashtra, India

Education

Zeal Education Society

Mba, Marketing · (2021 - 2023)

ZIBACAR
MBA-2
22/23



307, Insignia, 3rd Floor, Opposite Wadia College, Bund Garden Road, Pune 411001

9650680072 www.studysmart.co.in

Appointment Letter

Dear Mansi Parekh

We are pleased to confirm your appointment to work from the Office for Study Smart upon the terms set below.

1) JOB TITLE & DUTIES

Your Job Title will be "Tele Consultant – Tele Counselor" and you will report to your respective Manager/Team Leader. You will be contracted to serve the company as a Tele Counsellor for a minimum of (8.5 hrs/day) for 6 working days a week as a part of your employment. Your core responsibilities include Tele calling & Counseling students for Test Prep Products (IELTS, PTE, GRE, SAT etc), Managing & updation of your leads on the CRM, Sending emails/whatsapp to students, end to end process from calling to registration of students, meeting your productivity and revenue targets as set by the company.

2) COMMENCEMENT & TERM

You will take up your roles and responsibilities from 22nd May 2023. You will be on a 6 month probation period and if successfully completed (KPI's met) at the end of the probation period your employment period with the company will be automatically renewed annually unless terminated by either party by giving the other at least 1 month notice.

3) SALARY

Your **Cost to the Company (CTC) would be Rs 2,04,000/- (Two Lakh Four Thousand Only) per annum** payable in 12 monthly equal installments of 17,000/- at the end of each month. Your Salary will be processed on the 5th of every month. The salary does not get revised after the completion of the probation period.

4) KEY PERFORMANCE INDICATORS

You are expected to meet the following criteria for each parameter:

Lead Management

- All Fresh leads to be touched within 24 hours
- All required information for each lead to be updated on the CRM as per the guidelines -
- Strong/Regular follow up on all leads assigned on your CRM

Audits will be conducted regularly and in case any deviations found will be termed as a quality error.

Test Prep Revenue Target

- Revenue of Minimum Rs. 70,000 per month

Productivity Targets

- Minimum of 180 - 200 calls / 3 hrs of calling target to be met (With Call connect ratio of 20%+)
- Not meeting the productivity target on more than 4 occasions per month will result in salary deductions.
Repeated occurrences of not meeting productivity targets will lead to termination of employment.

5) INCENTIVES for Student Recruitment

A detailed Incentive letter (Annexure A) is attached confirming all the incentives you are eligible for and their respective payouts. Management retains the right to withdraw or make changes to the incentive structure by giving a 1 week advance notice.

6) WORKING HOURS & WORK FROM HOME TERMS

- You are expected to work 6 hrs/day for 6 days a week.
- In case of events like University Visits, Fairs, Seminars etc you may be required to work for longer hours or work on occasional Sundays
- You are required to use your own Laptop and WIFI connection, Mobile phone will be provided by the company
- You need to ensure you have a congenial working environment at home

7) TRAVEL ARRANGEMENTS

The company does not provide any transportation facilities. There is no conveyance allowance paid to any employee by the company.

8) LEAVE POLICY

You will be entitled to all national holidays followed by the company. You are entitled to 6 paid leaves in a year that need to be accrued.

- 4 should be your plan - you need to plan your leaves minimum 1 week in advance
- 2 Sick leaves – You need to inform your reporting Manager about your absence before commencement of working hours by a call only.

In case you take a single day leave without informing your manager, your two days salary will be deducted.

In case of absence from work for 3 days without any intimation to your Manager will lead to termination of employment.

Also Under leave policy, employees who have completed

- 1+ year of service - entitled to 2 additional paid leaves per year (A total of 14 paid leaves per year)
- 2+ years of service - entitled to 4 additional paid leaves per year (A total of 16 paid leaves per year)
- 3+ years of service - entitled to 6 additional paid leaves per year (A total of 18 paid leaves per year)

Please note that these additional paid leaves will be prorated based on the date of joining.

9) CONFIDENTIALITY

All information i) Study material ii) Tests iii) Leads iv) Data v) Student Personal details vi) Training material vii) marketing material & strategies, All other material and information related to Study Smart which is not generally known to others engaged in similar businesses or activities should be termed as Confidential. Leakage of any such confidential information will lead to legal action and a huge monetary compensation to be borne by the employee. The company has a "ZERO Tolerance Policy" towards data leak and breach of confidentiality policy. Any individual found guilty will face serious consequences starting with immediate termination.

10) TERMINATION

The company holds the right to terminate employment in case of violations to any rules and regulations of the company without giving any prior notice. Employment can also be terminated due to non performance and non adherence of targets/productivity set by the management team. In event of termination, no salary, incentive or any other due will be paid to an employee.

In case the management decides to pay any dues towards the employee, the same will be released after 45 working days from the date of termination as a full and final settlement.

11) NOTICES

Employees are expected to provide a written notice for a period of minimum 30 days in case of Jr. Counselors, Test Prep Team, Counselors and 60 days in case of Senior Roles (Trainers, Managers, Team Leaders, Marketing Manager) if you wish to leave Study Smart. In case a due notice is not served unless otherwise exempted by the company, employee's will need to buy the notice period, i.e. 30/60 days salary will be forfeited by the company.

Full and final settlement will be done 45 days after the last working day. This is subject to a proper hand over of all student cases, leads, marketing data, responsibilities or any other physical or intellectual property of the company. All student data and leads are a property of Study Smart, once the employee has quit the organization, they have no right to contact or poach any students of Study Smart. Any violation would result in loss of salary from the full and final settlement and further legal action.

12) MISCONDUCT

Every Employee is expected at all times to maintain absolute integrity and devotion to duty and to conduct him/herself in a manner conducive to the best interest of the organization. The following acts will be considered as major "misconducts" for which an employee may be terminated without any notice or compensation.

- Habitual breach of any rules or instructions of the company
- Habitual late comings or unplanned leaves
- Habitual excessive use of personal phone, Facebook or any other social media sites during working hours
- Obtaining leave of absence by false pretense
- Instigating staff against the company or management policies
- Spreading of false rumors or giving information that tends to disrepute the company or its employees
- Engaging in other employment, businesses or any other commercial arrangements in similar industries while still in service with Study Smart.
- Habitual negligence of work or tasks assigned
- Non performance and non adherence to targets
- Consistent Low Productivity
- Data leakage from the company or sharing of any other confidential information.

13) GOVERNING LAWS

The terms and conditions agreed shall at all times and in all respects be governed by the laws of India and the employee agrees that in event of any dispute shall be in the city of New Delhi /Pune. In the event a court of competent jurisdiction should find for and enter a judgment on behalf of Study Smart

You hereby acknowledge that your appointment as 'Tele Consultant' with Study Smart is subject to a regulatory check to be conducted by the company. In the event of a regulatory check being found negative, as determined by the company at its sole discretion, it shall be entitled to terminate your services from the Company with immediate effect.

I.....hereby declare that I have read and understood all the above terms and conditions set out herein and accept to abide by them while I serve this company.

We welcome you to Study Smart and wish you All the very Best for your successful career with us.

For Study Smart

Date:

Lavina

Director : LAVINA BATHIJA / CHETAN JAIN

Sign : Mansi Parekh



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

34

Offer Letter

Intern – H1 2023 – Data Analytics

21BACAR
MBA II - 22-23

01-05-2023

Dear Kalyani Vijay Shinde

Intern ID : EI0466

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav – HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>

Website : <https://edulyt.com>

Instagram : https://instagram.com/edulyt_india



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

35

Offer Letter

Intern – H1 2023 – Data Analytics

21BACAR
MBAII - 22-23

01-05-2023

Dear Rutuja vijay shinde

Intern ID : EI0509

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav-- HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>

Website : <https://edulyt.com>

Instagram : https://instagram.com/edulyt_india

Contact

7038344656 (Mobile)
aishwaryamalji@gmail.com

www.linkedin.com/in/aishwarya-malji-26b488246 (LinkedIn)

Top Skills

Account Management
Analytical Skills
Financial Analysis

Aishwarya Malji

Analyst at eClerx MBA in Finance
Pune Maharashtra India

ZIBACAR
MBA-2
22/23

Education

Zeal College of Engineering & Research, Pune

Master of Business Administration - MBA, Finance, General - (December 2021 - August 2023)

Savitribai Phule Pune University

Bachelor of Commerce - BCom, Taxation - (January 2018 - May 2021)

Contact

www.linkedin.com/in/shubhangi-pawar-10a0ab236/ (LinkedIn)

Top Skills

Microsoft SQL Server

Shubhangi Pawar

serving notice period/Power BI developer

Full - Maharashtra, India

21 BACAR

MBA-2

22/23

Experience

Mindtree

Power BI developer

January 2021 - Present (3 years 2 months)

Full

Education

Zeal Education Society's Zeal Institute of Management and Computer Application, Narhe

Bachelor's degree, Bcom (June 2017 - July 2020)

Contact

www.linkedin.com/in/akash-rankhamb-18b1a6200 (LinkedIn)

Top Skills

Gap Analysis
FRD documents
BRD

Akash Rankhamb

Currently working as a business analysts

Pune, Maharashtra, India

Summary

2 IBACAR MBA-2
22/23

I have done 2 Months of internship in TSL marketing Pune as a data analysis

Experience

Pi Tech Solutions Pvt. Ltd.

Business Analyst

November 2021 - Present (2 years 4 months)

Pune, Maharashtra, India

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Business Analytics · (June 2021 - August 2023)

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Business Analytics · (December 2021 - May 2023)

Savitribai Phule Pune University

Bachelor of Commerce - BCom, cost and work accounting · (2016 - 2019)

Date: 05/05/2023

✓ PHBA
22-23

WE ARE SO EXCITED THAT YOU TOO CAN BE A PHAROSCION!!

Hello Shweta, Greetings!

This is an official letter offering you to Pharoscion Team.

In reference to your application and further interview, we would like to congratulate you on being selected as Digital Marketing Intern at Pharoscion. Your date of joining (DOJ) will be 08/05/2023(8th May, 2023) All of us at Pharoscion are excited that you will be joining our vibrant team.

About Pharoscion (www.pharoscion.com) -

We, at Pharoscion, have years of experience in delivering IT and Digital Services with latest technologies and Cloud-based products, Digital Marketing, Graphics Designing, Analytics, SEO-SEM, Branding, Consulting and a long list of highly satisfied clients around the globe belonging to diverse sectors. Every Pharoscion is committed to enlighten global businesses with passion and by delivering state of the art solutions. We take special pride in our skills for providing viable and successful solutions.

Work Details -

You are supposed to work From Monday to Saturday (Saturday will be half day). You will be working closely with our Marketing Team. Details related to projects and more will be communicated post joining. As this will be a challenging job, we expect you to invest your time wisely and grow with us. You will be aligned with a Senior Pharoscion who will be your SPOC (Single Point of Contact),

Compensation Details -

As an intern, you will receive a payment of INR 10,000 for the three-month duration of the internship. Upon successful completion of the program, your salary may be revised based on your performance and achievements.

Policy Details -

- a) The probation period is for three months and bond will start from your date of joining.
- b) You will agree to serve a bond of one year (12 months) from the date of joining as a permanent employment and if you breaks the bond, then you have to serve the (two notice period and you are liable to pay the remaining months' salary for the remaining term due to the firm or else Legal Action will be taken under the Court of Law (Kanpur Judiciary).
- c) You shall not resign the office of Pharoscion till the end of your contract period
- d) You cannot engage in any activity or business which is the same or substantially similar to the Pharoscion business for 6 months from the date of your resignation or termination of your employment directly or indirectly, without the written consent of the Pharoscion.

Pharoscion

GSTIN No. : 09ADYPC6257A1ZE

Corporate Office : 401/404, Sneh Symphony, Opp. Vyom Labs, Laxman Nagar, Near
Cummins Campus, Balewadi City, Pune, Maharashtra, India 411045

Co-Curricular Activities -

For team building and to have some fun while working, HR Team regularly organizes events. We encourage every Pharoscion to take part in such events.

Know what your fellow **Pharoscions and IIM Interns** has to say about their working experience at Pharoscion -

- a) <https://youtu.be/69inUSVUg/c> / <https://www.youtube.com/watch?v=69inUSVUg/c>
b) [https://youtube.com/playlist?list=PLLIcV_McZWbzaI=8DUUj\)DfA0uL4TbVGR](https://youtube.com/playlist?list=PLLIcV_McZWbzaI=8DUUj)DfA0uL4TbVGR)

Note: Pharoscion holds the rights to ask you to stop your services anytime based on your performance during this period.

Again, Congratulations and we look forward to working with you.

P.S.: Kindly send us a revert email as a reply for official confirmation from your side of accepting this job opportunity by today.

Thanks & Regards
Priyadarsani panda
Associate HR Consultant
Pharoscion

Pharoscion

GSTIN No. : 09ADYPC6257A1ZE

Corporate Office : 401/404, Sneh Symphony, Opp. Vyom Labs, Laxman Nagar, Near
Cummins Campus, Balewadi City, Pune, Maharashtra, India 411045

Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: RAHUL SURVASE

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be 13000/INR, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be 12800/INR.

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

48

21BACAR
MBA II 29/23**WORKS: Survey No. Plot No. 73/2 & 76/2/1, Village Marunji, Taluka Mulshi,
Dist. Pune 411057****June 03rd, 2023****Mr. Nihal Kishor Lambat**
Krushna Vihar Flat no 502 5th Floor
Sarve no 32 Abhinav collage road Narhe 411041**LETTER OF OFFER**Dear Mr. **Nihal**

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Management Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **12th June 2023 at 9.00AM**.

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

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

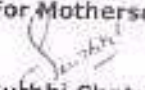
The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment

Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

**Thanking you,
For Mother'son Sumi Wiring India Ltd.**
Subhi Chaturvedi
Deputy General Manager- HRM

Contact

www.linkedin.com/in/jyoti-wankhede-8abbb623/ (LinkedIn)

Top Skills

HR Consulting

Strategic Human Resource Planning

HR Strategy

Languages

Hindi (Full Professional)

Marathi (Professional Working)

English (Limited Working)

JYOTI WANKHEDE

HR trainee at Emerson process management Pvt.Ltd.

<https://www.emerson.com/en-us/locations/india>

2. BACAR MBA 2
22/23

Summary

I would like to start my working career with a company like yours. I have a good foundation of knowledge of all the required subjects. Though I may be a fresher, I am a very quick learner and also I am highly trainable.

Experience

Emerson

Human Resources Trainee
October 2023 - Present (5 months)

<https://www.emerson.com/en-us/locations/india>

Emerson Process Management india pvt Ltd

Human Resources Management
September 2022 - November 2022 (3 months)

<https://www.emerson.com/en-us/locations/india>

Ritspin synthetic Lit.

Human Resources Recruiter
June 2022 - August 2022 (3 months)

<https://www.ritspin.com/>

recruitment, resume shortlist

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Human resources · (December 2021 - September 2023)

Devi Ahilya Vishwavidyalaya

Bachelor of Commerce - BCom, foreign trade · (August 2018 - September 2021)



Works Office: G2, Nandani Heights, 64/64 Kotecha Nagar, Gujer Ki Thadi, Near Sangarner Road, Jaipur - 302 019 (Raj.)
 Crpt. Office: 117, Ravneek Building, Near Naarus Mall, Bhandunder (W), Mumbai - 400 101 (Mah.)
 Tel. No. 091-9314541122, 0141-2280103, 022-68988905
 Email: accounts@globecaliber.com
 Visit At www.globecaliber.com

Dear Vishal Sanger,

Date: 10th Jan.2022

SUB: OFFER FOR THE POST OF "Admin and Senior Support Engineer"

With reference to your application & subsequent interview you had with us we are pleased to offer you the Post of Admin and Senior Support Engineer with the salary of **Rs 36000/-** in hand per month.

Your joining date would be 15/01/2022 And Your Location is Pune.

Kindly produce the following documents for your Appointment Letter:

We would require the self attested copies of following applicable documents at the earliest.

1. Recent Passport size photographs- 3 Nos.
2. PAN Card Copy & Bank Details
3. Date of Birth Proof (Municipal Birth Certificate / Passport/ School Leaving Certificate)
4. Address Proof -Permanent & Current (Ration Card / Passport/ Electricity Bill / Telephone Bill)
5. Photo ID (PAN Card / Passport/ Aadhaar Card)
6. Education Certificates (SSC/ HSC/ Graduation / Post Graduation)
7. Professional Certificates Related to IT (e.g. MNA / MCSE / CCNA / CCNP etc.)

Note:

- 1) Employee should commence one month Notice Period if Employee fail to give notice period his / her Full & Final will not be cleared.
- 2) If Employee "Abandoned", "Absconded or unsuccessful to continue after and in between month of Joining, Company is not liable to provide Full & Final settlement.
- 3) Company can terminate Employee any time on immediate effect if there is any miss conduct found or on non performing ground.

Wish you all the best in your new Appointment.

Thanking You

For Globe Caliber Pvt. Ltd

(Manish Nama)



M: -9828033298

Email: accounts@globecaliber.com

Add: G-2, Nandani Heights, 64-65 Kotecha Nagar,
 Gujer Ki Thadi Jaipur (Rajasthan) - 302019

OFFER LETTER

04-05-2022

Dear **SWAPNAL SUNIL GAWARE**, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership as an **Territory Sales Manager** based out of Pune, Pune, Maharashtra, India

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a compensation of **INR 6,62,390** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

1653157552a62892e...

**NoBroker Technologies Solutions Pvt Ltd**

401/001, 8th Floor, 7th Main Road, Sector 7, Marol Nagar, Bangalore - 560025
 Mobile: +91 98457 50001 Email: support@nobroker.com
 GST No: UTM18N4200471037852

OFFER LETTER

21-05-2022

Dear **Robit Rajendra Reddy**, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential real estate with plans of expanding to other niches in real estate and becoming the most efficient transaction.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation.

Further to our discussion, we are pleased to invite you to join our team as an **Sales Executive (L)** based out of Bangalore, Karnataka, India.

Your scope of responsibilities will be assigned to you during your orientation with our team and in addition to all tasks already assigned to you by your manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226/-** per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded for a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or consultancy, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any other groups, projects or non-profit seeking bodies.

**NoBroker Technologies Solutions Pvt Ltd**

401/001, 8th Floor, 7th Main Road, Sector 7, Marol Nagar, Bangalore - 560025
 Mobile: +91 98457 50001 Email: support@nobroker.com
 GST No: UTM18N4200471037852

TERMINATION

Your employment may be terminated by the Company giving one (1) month's notice or one (1) month's pay in lieu of notice. In case the employee resigns/give notice for termination of employment, he/she shall give one (1) month's notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may release the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction issued or act of misconduct, including but not limited to, fraud or dishonesty, or any habitual neglect in your duties.



27-Apr-2022

Dear **Bhakti Ram Rathod**,
B.E., Computer Science
Zeal College of Engineering and Research, Narhe

Candidate ID ?16582053

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Engineer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You may be enrolled in either of these programs (as decided by Cognizant) and would continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Annexure A

Sub: - Joining formalities

As a part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

1. Signed copy of your letter of offer.
2. Copy of birth certificate/ copy of proof of date of birth.
3. Copies of all qualification certificates and mark sheets from S.S.C onwards.
4. Copy of Highest Qualification Provisional Certificate & Degree Certificate.
5. For Photo identity, Kindly Furnish any one of the following documents:-
 - a. Copy of your passport
 - b. Copy of valid driving licence
 - c. Copy of voter ID card
 - d. Copy of Adhar Card
6. Copy of PAN card
7. Copy of Reliving letter from last employer.
8. Copy of 2 last month's pay slip / Bank Statement
9. Copy of your Resume.
10. Copy of appointment letter from your last employer.
11. Passport Size Photographs.

Registered Office: -Srk 51, Plot No.4, Dhanori Road, Maharaja Pratap Chawk, Bhairav Nagar, Dhanori, Pune, Maharashtra, India - 411015.
Corporate Office: - Spring Board, Sky Loft , Creaticity Mall , Opposite Golf course, Shastrinagar, Yerawada, Pune, Maharashtra, India - 411015

Contact Number: - +91 9494940822, Email: - thinkqc@gmail.com
Think Que Consulting Private limited (CIN: U80300PN2019PTC187046)

Date: 19th April 2023

To,
Mr. Subodh Awarkar
35, Sarvashri Nagar,
Dighori, Nagpur,
Maharashtra - 440034

✓ MBA
22-23

Letter of Intent

Dear Subodh,

We are pleased to inform you that we intend to offer you employment as **Associate Systems Engineer** in our Pune Office on following terms and conditions.

1. **EXPECTED JOINING DATE:** Your expected joining date in the organization will be **April 24, 2023**.
2. **REMUNERATION:** Your starting remuneration package will be as follows:
Maximum Annual Compensation : Rs. 4,50,000/- per annum
Joining Bonus : Rs. 50,000/-
3. **COMPLETION BONUS:** Upon completion of 3 years, you will receive a Completion Bonus of **Rs. 1,20,000 (Rupees One Lac Twenty Thousand Only)**
4. **SERVICE BOND:** As e-Emphasys will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve e-Emphasys for a minimum period of 3 years.
5. **CONDITIONS:** Your employment is necessarily contingent upon the following conditions:
 - a. Only on successful completion of your academic course
 - b. The Position being open at the time of your expected joining date

You will be given a formal Employment letter on your joining date upon fulfillment of above conditions

6. **VERIFICATION:** Your employment is necessarily contingent upon your
 - a. Submitting a medical certificate of fitness from a registered medical practitioner on commencement of employment.
 - b. Having furnished correct information regarding your past service and other academic degrees and other records.

We look forward to having you with us and providing you an opportunity to contribute towards the growth of the Company.

For e-Emphasys



Maneesh Mehra
Director- People Experience



EDULYT INDIA
Dwarka, New Delhi - 110075
care@edulyt.com
+91 8929252575

7
ZIBACAR
MBA2
2022-23

Offer Letter

Intern - H1 2023 - Data Analytics

01-05-2023

Dear Nair Sanu Sajeev,

Intern ID: EI0485

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav - HR

EDULYT India - Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Date: 05/05/2023

WE ARE SO EXCITED THAT YOU TOO CAN BE A PHAROSCION!!

Hello Shweta, Greetings!

This is an official letter offering you to Pharoscion Team.

In reference to your application and further interview, we would like to congratulate you on being selected as Digital Marketing Intern at Pharoscion. Your date of joining (DOJ) will be 08/05/2023(8th May, 2023) All of us at Pharoscion are excited that you will be joining our vibrant team.

About Pharoscion (www.pharoscion.com) -

We, at Pharoscion, have years of experience in delivering IT and Digital Services with latest technologies and Cloud-based products, Digital Marketing, Graphics Designing, Analytics, SEO-SEM, Branding, Consulting and a long list of highly satisfied clients around the globe belonging to diverse sectors. Every Pharoscion is committed to enlighten global businesses with passion and by delivering state of the art solutions. We take special pride in our skills for providing viable and successful solutions.

Work Details -

You are supposed to work From Monday to Saturday (Saturday will be half day). You will be working closely with our Marketing Team. Details related to projects and more will be communicated post joining. As this will be a challenging job, we expect you to invest your time wisely and grow with us. You will be aligned with a Senior Pharoscion who will be your SPOC (Single Point of Contact).

Compensation Details -

As an intern, you will receive a payment of INR 10,000 for the three-month duration of the internship. Upon successful completion of the program, your salary may be revised based on your performance and achievements.

Policy Details -

- a) The probation period is for three months and bond will start from your date of joining.
- b) You will agree to serve a bond of one year (12 months) from the date of joining as a permanent employment and if you breaks the bond, then you have to serve the (two notice period and you are liable to pay the remaining months' salary for the remaining term due to the firm or else Legal Action will be taken under the Court of Law (Kanpur Judiciary).
- c) You shall not resign the office of Pharoscion till the end of your contract period
- d) You cannot engage in any activity or business which is the same or substantially similar to the Pharoscion business for 6 months from the date of your resignation or termination of your employment directly or indirectly, without the written consent of the Pharoscion.

Pharoscion

GSTIN No. : 09ADYPC6257A12E

Corporate Office : 401/404, Sneh Symphony, Opp. Vyom Labs, Laxman Nagar, Near
Cummins Campus, Balewadi City, Pune, Maharashtra, India 411045

**ALKEM LABORATORIES LTD.**

Regd. Office : ALKEM HOUSE, Sanapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3902 9999 • Fax: 022-2495 2065
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201



Date : 12-Jun-2023

MR. SAURABH RATAN KHARAT
FLAT NO-101, JAGTAP COMPLEX,
SHEWAL WADI PHATA TAKALE NAGAR,
PUNE CITY / PUNE 411028
MAHARASHTRA
M:9380960030

Dear **MR. SAURABH RATAN KHARAT,**

Subject: Offer cum Appointment letter for the post of MARKETING EXECUTIVE

On behalf of the Management, I take great pleasure in offering you appointment as **MARKETING EXECUTIVE** in grade **ME** in our **BERGEN NOVA** Division.

The terms and conditions of the employment are as per **ANNEXURE – I**.

Your posting will be presently at **PUNE**.

Your Basic Salary will be **Rs.4,40,000/- per annum (Rupees Four Lakh Forty Thousand Only)**. In addition to this you will be entitled to benefits as indicated in **ANNEXURE II**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application form are correct and complete in all respect.

Your tentative date of joining will be **31-July-2023**. In case you do not join on or before this date, the offer cum appointment letter shall stand cancelled, Should there be any change in date of joining, please keep us informed in advance.

We welcome you to the Alkem family and look forward to your significant personal and professional growth during your association with us.

With Best Wishes,

For Alkem Laboratories Limited

SOMA CHAKRABORTY
MANAGER



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3902 9999 • Fax: 022-2495 2953
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201



ANNEXURE -- I

1. LIST OF DOCUMENTS :

Please bring the originals and a copy of the following documents at the time of your joining. These documents are mandatory for activation of joining process.

- a. Educational Qualifications
(Provisional or final certificates of S.S.C, H.S.C, Graduation, Post-Graduation etc till date)
- b. Proof of Date of Birth
(Certificate obtained from SSC / Aadhaar with date of birth mentioned)
- c. Permanent Account Number (PAN Card)
- d. Aadhaar Card
- e. Offer Letter, Relieving letter and Salary Slips (last 3 months) of previous employer.
- f. Cancelled Cheque of your saving's account.
- g. One Latest Passport size photograph of yourself in white background.

2. PROBATION / CONFIRMATION:

You will initially be on probation for period of six months from date of joining the Company, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the company or by you without assigning any reason whatsoever. On completion of probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

3. TRANSFER:

Divisions / SBUs / Subsidiary Companies / Associated Companies / Affiliated Companies etc, which are in existence or which may be set up in future, will be automatically governed by the terms & conditions, to which you are transferred.

4. CESSATION OF EMPLOYMENT:

On the basis of documents / certificates submitted by you, your date of birth is recorded as **09-Jan-1999**

- a. As per the policy of the company the age of superannuation is on completion of 58 years
- b. On satisfactory completion of the probation period and / or after you have received your confirmation in writing except for the reason mentioned in this appointment letter, your services can be terminated by the company at any time or you can choose to leave the company by giving 1 MONTH notice in writing or Basic salary in lieu of notice at the discretion of the management.
- c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence.



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune 411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

4. Payment terms -
 - a. Fixed monthly fee for this assignment - You shall be paid exclusive of tax fees of **Rs.12,000/- per month (Twelve Thousand rupees per month only)**. Payment of fees shall be made within ten days after submission of the Invoice and subject to deduction of applicable taxes.
5. Your services are engaged on as need basis with options to extend on monthly basis. Hence there will be no employer – employee relationship. Consequently, you will not be entitled to any benefits such as Gratuity, Superannuation, Bonus and any other benefits of similar nature. Saisystems can terminate this contract at any time based on convenience and/or immediately due to performance issue. If terminated, Saisystems has no liability to pay for any notice period.
6. You will provide your services in full confidence and secrecy to the Company. You will not give out to anyone by word of mouth or otherwise particulars or details of any information regarding Saisystems's business processes, candidate's database, confidential information, Administrative or Organizational matters etc. which may be your privilege to know by virtue of your being on our contract assignment.
7. The Contract may be terminated, by you, by giving two-week advance notice.

Thanking you,

Yours faithfully

For Saisystems Technology Pvt. Ltd.

Authorized Signatory

Arvind Menezes

Head of HR & Operations

Read & Accepted

DocuSigned by:

E30A2C975C274A3

Sapana Gangadhar Pujari

CIN #: U72200MH1998PTC112766

o: 020 66241000 f: 020 66241035

www.saisystems.com



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune 411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

To,

Tuesday, April 4, 2023

Sapana Gangadhar Pujari

C 1R, 19 Mahalakshmi Nagar,
Vijapur road, Solapur, Indiranagar (N.V), Solapur.
Maharashtra- 413004

Mobile no: - 9404782798

Dear **Sapana,**

Saisystems Technology Pvt.Ltd., is pleased to avail your services for all Saisystems group companies (India) on contract basis as **HR Intern** on the following terms and conditions:

1. Your services are engaged as temporary Consultant on Retainer ship basis for the period from **4th April 2023 to 9th June 2023.**
2. You would be responsible for the following activities and delivery of said services listed below but not limited to:
 - All Recruitment activities.
 - Sourcing, screening candidates, coordinating and scheduling interviews with internal team member(s) and candidates, feedback follow-ups, negotiations, maintaining resource requests and establishing priorities, reference checks, follow up, documentation, for all resource requirements.
 - Maintaining the database and related tracker and reporting
 - Assisting HR in sending self-appraisal forms , appraiser & reviewer forms
 - Maintaining the data & collecting the forms saving in one drive for Pune & Chennai
 - Sending follow-up emails
 - Collating Ratings as per specified time frames
 - Sending appraisal letter through GHR
 - Co-ordinating with external vendors Seva Activities
 - Assisting in employee engagement activities & JLP program
 - Helping in HR Audit.
 - Employee database maintenance
 - Assisting HR Department in other miscellaneous work
3. You will be supporting our Pune & Chennai team at our office in Pune.

CIN #: U72200MH1998PTC112766
o: 020 66241000 f: 020 66241035
www.saisystems.com



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune 411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

4. Payment terms -
 - a. Fixed monthly fee for this assignment - You shall be paid exclusive of tax fees of **Rs.12,000/- per month (Twelve Thousand rupees per month only)**. Payment of fees shall be made within ten days after submission of the Invoice and subject to deduction of applicable taxes.
5. Your services are engaged on as need basis with options to extend on monthly basis. Hence there will be no employer - employee relationship. Consequently, you will not be entitled to any benefits such as Gratuity, Superannuation, Bonus and any other benefits of similar nature. Saisystems can terminate this contract at any time based on convenience and/or immediately due to performance issue. If terminated, Saisystems has no liability to pay for any notice period.
6. You will provide your services in full confidence and secrecy to the Company. You will not give out to anyone by word of mouth or otherwise particulars or details of any information regarding Saisystems's business processes, candidate's database, confidential information, Administrative or Organizational matters etc. which may be your privilege to know by virtue of your being on our contract assignment.
7. The Contract may be terminated, by you, by giving two-week advance notice.

Thanking you,

Yours faithfully

For Saisystems Technology Pvt. Ltd.

Authorized Signatory

Arvind Menezes

Head of HR & Operations

Read & Accepted

DocuSigned by:

828A3C47BC279A3

Sapana Gangadhar Pujari



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,

Lower Parel (West), Mumbai - 400 013, Maharashtra, India.

• Phone: +91-22-3992 9999 • Fax: 022-2496 2355

• Email: contact@alkem.com • Website: www.alkemlabs.com

• CIN: L08905MH1973PLC174201



d. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency.

5. GENERAL:

- a. You will not engage yourself in any other business, occupation, employment, part time or otherwise, while in the company's services.
- b. You will be entitled to privilege leave, sick leave and casual leave as per company's rule.
- c. You are expected to maintain strict secrecy regarding the business affairs of the company and are responsible for the safe custody of the company's property lying with you which you are expected to return to us in the event of cessation of employer employee relationship for any reason whatsoever.
- d. You are liable to use the E-detailer in the Form of TABLET for promoting the company's product in the Doctor's chambers along with the accessories. You are expected to carry out the detailing through the same device and also need to maintain the complete confidentiality and secrecy which has been incorporated in the TABLET and you will be sole custodian for the same. You are also liable to handover the TABLET along with the accessories on your last field working day in the event of cessation of employment of whatsoever reason to your immediate Reporting manager &/or the person nominated by him &/or Depot Manager nearest to your HQ. If you fail to do so, Management reserve the rights to recover the appropriate amounts as deemed fit based on the valuations and usage.
- e. You will be governed by the rules & regulations of the company as applicable to you currently and as may be varied by the company from time to time, including but not limited to the services rules, which is an integral part of your letter of offer cum appointment, a copy of which is enclosed herewith.
- f. You are required to keep us informed of any changes in your personal details (residential address, marital status, educational qualifications, dependant details etc.) or in your civil status.
- g. You are also liable to return reimbursements if any form done like joining bonus, relocation expenses, notice period of previous employer or any other reimbursements subject to conditions discussed during the time of joining if you resign from service of the company prior to first anniversary of employment.
- h. In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the jurisdiction of the relevant courts of law at the headquarters of the company viz. Mumbai.
- i. Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with anyone.
- j. Collection of Adverse Drugs Reaction (ADR) incidences including lack of efficacy related to 'Alkem Lab's' any drug product/medicinal product, in company specified format up to the maximum possible level of completeness and forwarding the same to the company's assigned person(s) in your PV-system by putting their signature / date even in absence of the doctor's signature for any reasons. The Preliminary report should reach to PV-head within 24-hrs. and if required, the Final Report shall be submitted within 7-working days.

NOTE : ON THE DATE OF JOINING YOU ARE REQUESTED TO REPORT AT THE FOLLOWING ADDRESS

**ALKEM LABORATORIES LIMITED
ALKEM LEARNING ACADEMY - LONAVALA
REPORTING TIME : 09:00AM**


ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3982 9999 • Fax: 022-2495 2950
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201


ANNEXURE – II

Salary	Monthly Amount	Yearly Amount
Basic	12,568	1,50,816
HRA	1,885	22,620
Vehicle Maintenance Allowance	150	1,800
KIT Allowance	50	600
Metro Allowance*	1,200	14,400
LTA	100	1,200
Special Allowance	316	3,791
Total (A)	16,209	1,95,227
Benefits		
Provident Fund**	1,726	20,713
Bonus***	1,400	16,800
Gratuity****	605	7,260
Total (B)	3,731	44,773
Total (A+B)	20,000	2,40,000

*Payable monthly through Payroll

**Company Contribution as per EPF & MP Act

***Payable annually as per Payment of Bonus Act

****Payable as per Payment of Gratuity Act

Note : Above payments are subject to Income Tax, as applicable

In addition to the above you will be covered under the following schemes as per company policy :

You are eligible for sales incentives as per the company policy.

Daily Allowances :	Per Day(Rs.)
Daily Head Quarter Allowances :	245
Daily Ex-Head Quarter Allowances :	270
Outstation Allowances :	550

a) MEDICLAIM : HOSPITALISATION COVERAGE : The policy covers self, spouse and two children subject to the over all limit of Rs 1.25 Lac per annum

b) Accident Insurance Benefit incase of disablment upto Rs 4.00 Lacs and incase of Death Benefit to Rs. 16.00 Lacs.

c) Life Insurance Benefit of Rs.3.00 Lacs. incase of natural death.

ZIBALIA MBA
2022-23, II

Think Que

Date: - 19th July 2022

APPOINTMENT LETTER FOR INTERNSHIP

Dear Saurav Patil,

Consequent to your interview with Think Que, we are pleased to inform that you have scored decently in all the rounds conducted by the company and you have been shortlisted as an Intern for a period of 3 Months and will be joining us from 01/09/2022. You would be required to report at our head office on 1st of September at 10:00 A.M, sharp. The dress code for your entire tenure will be strict business formal and semi casuals on Saturdays.

Your gross Monthly remuneration (Stipend) will be Rs.10000 /- (Rupees Ten Thousand only). You are initially appointed to work from Pune Office. The Stipend for first 60 days will be credited to your account after 60 Days from the date of your joining.

We assure that we imbibe the best of the Management skills through this internship and in return, your contribution is imperative to assure our sustained success and growth.

Your Internship with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure A within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The appointment letter is an intent of making an Internship proposition and will be deemed concluded only on the submission of all documents mentioned in Annexure B.

Again, Welcome! We hope that your career here will be a gratifying one.

Best Regards,

Priya

BhatiHR

Head

Registered Office: -SN,51, Plot No.4, Dhanori Road, Maharana Pratap Chowk, Bhairav Nagar, Dhanori,Pune, Maharashtra, India -411015.
Corporate Office: - Spring Board, Sky Loft, Creativity Mall, Opposite Golf course,Shastrinagar, Yerawada, Pune, Maharashtra, India -411016

Contact Number: - +91 9494940822, Email: - thinkque@gmail.com
Think Que Consulting Private limited (CIN: U80300PN2019PTC187046)

Annexure A

Sub: - Joining formalities

As a part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

1. Signed copy of your letter of Appointment.
2. Copy of birth certificate/ copy of proof of date of birth.
3. Copies of all qualification certificates and mark sheets from S.S.C onwards.
4. Copy of Highest Qualification Provisional Certificate & Degree Certificate.
5. For Photo identity, Kindly Furnish any one of the following documents:-
 - a. Copy of your passport
 - b. Copy of valid driving licence
 - c. Copy of voter ID card
 - d. Copy of Adhar Card
6. Copy of PAN card
7. Copy of Reliving letter from last employer.
8. Copy of 2 last month's pay slip / Bank Statement
9. Copy of your Resume.
10. Copy of appointment letter from your last employer.
11. Passport Size Photographs.

Registered Office: -SN.51, Plot No.4, Dhanori Road, Maharana Pratap Chowk, Bhairav Nagar, Dhanori,Pune, Maharashtra, India – 411015.

Corporate Office: - Spring Board, Sky Loft, Creaticity Mall , Opposite Golf course,Shastrinagar, Yerawada, Pune, Maharashtra, India – 411016

Contact Number: - +91 9494940822, **Email:** - thinkque@gmail.com
Think Que Consulting Private limited [CIN: U80300PN2019PTC187046]



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune 411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

To,

Tuesday, April 4, 2023

Sapana Gangadhar Pujari

C 18, 19 Mahalakshmi Nagar,
Vijapur road, Solapur, Indiranagar (N.V), Solapur
Maharashtra- 413004

Mobile no: - 9404782798

Dear **Sapana**,

Saisystems Technology Pvt.Ltd., is pleased to avail your services for all Saisystems group companies (India) on contract basis as **HR Intern** on the following terms and conditions:

1. Your services are engaged as temporary Consultant on Retainer ship basis for the period from **4th April 2023 to 9th June 2023**.
2. You would be responsible for the following activities and delivery of said services listed below but not limited to:
 - All Recruitment activities.
 - Sourcing, screening candidates, coordinating and scheduling interviews with internal team member(s) and candidates, feedback follow-ups, negotiations, maintaining resource requests and establishing priorities, reference checks, follow up, documentation, for all resource requirements.
 - Maintaining the database and related tracker and reporting
 - Assisting HR in sending self-appraisal forms, appraiser & reviewer forms
 - Maintaining the data & collecting the forms saving in one drive for Pune & Chennai
 - Sending follow-up emails
 - Collating Ratings as per specified time frames
 - Sending appraisal letter through GHR
 - Co-ordinating with external vendors Seva Activities
 - Assisting in employee engagement activities & JLP program
 - Helping in HR Audit
 - Employee database maintenance
 - Assisting HR Department in other miscellaneous work
3. You will be supporting our Pune & Chennai team at our office in Pune.

However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches of any of the terms and conditions herein, including the conditions under Professional Ethics, and Confidentiality clause, the Company reserves its right to immediate termination of your services at any given point of time, without any compensation or notice. This right is in addition to any other rights and remedy the company may have against you in law.

Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company.

It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, diskette, or machine readable form including but not limited to all non-public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non-public financial information, customer base, manuals, designs, procedures, formulae, discoveries, inventions, improvements, concepts, ideas, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly:

- Induce or attempt to induce any employee of the Company to quit employment with the Company;
- Solicit or entice any employee of the Company;
- Otherwise interfere with or disrupt Company's relationship with its employees;



- Keep confidential and not disclose to any unauthorized persons all Company information, business and financial interests, Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out, technical capability and commercial intelligence disclosed to you and/or acquired by you in the course of your employment; and
- Not employ, use and/or engage the confidential information acquired during your employment with the Company to any other company, entity, organization or their associates/affiliates, who are in competition with Edelweiss and its associates/affiliates.

Misconduct

Misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice.

Examples of misconduct include but are not limited to:

1. Non Compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company.
2. Theft, misappropriation or willful destruction of Company property.
3. Refusal or failure to comply with a reasonable instruction given by your supervisor.
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior.
5. A finding that you are guilty of a criminal offence by a court of competent jurisdiction.
6. Sexual Harassment or intimidation of employees.
7. Behavior which is either physically or verbally threatening or degrading to others.
8. Violation of Code of Conduct and Business Ethics.

Cooling Period: In case of you resign from the services of the company or your services were to be terminated by the Company at any time in future, the Company, at its sole discretion, shall have a right to offer you a cooling period entitlement upon such terms and conditions, and for such period as the company may deem fit, for a maximum period of 90 days. In the event that the company was to decide to offer cooling period entitlement to you then during such cooling period you shall not undertake to join any firm nor shall commence any business of competing nature with that of the company. Further it is agreed by you that in the event that such cooling period entitlement were to be offered to you, you will be required to complete the additional formalities and to execute such documents as may be then communicated to you by the company.

Amendments: The Company reserves the right to change these terms and conditions at any time without giving prior notice. In the event any changes are made, the revised terms and conditions shall be communicated to you appropriately.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction High Court of Bombay only.

Electronic Signature: You acknowledge and agree that this appointment letter (the "Appointment Letter") is being executed electronically and that is enforceable.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (put initials on each page including Annexure I) as a token of your having accepted the above terms and conditions.

Edelweiss Insurance Limited (Formerly known as Edelweiss General Insurance Corporation Limited)

34, Bugh, No. 189, 21st Floor, Tower 2, Wing B, Khar Road, Mumbai - 400 052

Registered Office: 2nd Floor, Tower 3, Wing B, Khar Road, Mumbai - 400 052 (Wing B, 2nd Floor, Tower 3, Wing B, Khar Road, Mumbai - 400 052)
Branch Office: 180/1201, 1st Floor, 302-401/2000/180/1201, 1st Floor, 302-401/2000/180/1201



Yours faithfully

For Zund General Insurance Limited

Accepted:

Melvin Gladstone
Human Resources

Signature & Date





EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

32

Offer Letter

Intern – H1 2023 – Data Analytics

ZIBACAR
MBA II 22/23

01-05-2023

Dear Sayali Arvind Patil

Intern ID : EI0517

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav- HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

LinkedIn : <https://www.linkedin.com/company/edulytindia/>

Website : <https://edulyt.com>

Instagram : https://instagram.com/edulyt_india

EMS/HR/OFFER/2023

Date: - 29/05/2023

To,
Mr. Sayali Pawar,

21BACAR.
MBA II 22/23.

Sub:- Offer for the post of "Intern" in 'HR & Compliance' Department.

Dear Mr. Sayali,

Based on your application and the interview you had with us we are pleased to offer you the post of "Intern" in 'HR & Compliance' Department.

You will join our organization on or before, **29th May, 2023**, failing which this offer letter would be null and void.

You will be based at Pune Location.

You will be joining us as an Intern for a period of three (03) months.

We welcome you to Electronica Mechatronic Systems (I) Pvt. Ltd. and look forward to a long and mutually rewarding association.

Thanks & Regards,

For ELECTRONICA MECHATRONIC SYSTEMS (I) PVT. LTD.	I accept the above offer.
Dipti Rampal	{Signature} _____
Asst. Manager – HR & Compliance	{Name} _____

21BACER
MBA 2

Dear Pravin Suresh Borole,

Warm greetings from Cognizant!

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent.

LOI Acceptance Deadline: May 20, 2022 05:30 PM IST

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

213 PEARL
MBA/11 ✓
22-23



SPECTRUM TALENT MANAGEMENT (P) LTD

Letter of Intent-Final Placement

December 17, 2022

Dear Megha Ganesh Shahal,

We are pleased to make an offer to you with INGEMART INDIA PVT LTD as follows:

Position-Executive-Client Acquisition

CTC- 3,00,000-LPA

Location-Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely

Prerna Halseja



AVP-Human Resources

INGEMART INDIA PVT LTD
102, Executive Street, Park Road, Park Road
Pune, Maharashtra 411004, India
T: +91 20 2611 1111 | F: +91 20 2611 1112 | E: hr@ingemart.com

MUDRAANGLE TECHNOLOGIES LLP

21 BALKAR
22-23
✓
MB/11

18th March 2023

To,

Kranti Nimbalkar
Warje
Pune - 411058

Letter of Intent

Dear Ms. Nimbalkar

On behalf of Mudraangle Technologies LLP, I am excited to extend an offer of employment to you for the position of Business Manager within our Marketing department. This position is located in Baner, Pune. This position is scheduled to begin on 1st April 2023.

This position will pay a fixed remuneration of Rs.300,000/- Lacs per annum and will also have additional component such as performance linked incentives and other company benefits. In this role, you will report directly to the Marketing Head.

You will be on probation for 6 months from the date of joining during which time your services may be terminated with 1 months notice or pay in lieu thereof. Detailed offer letter mentioning all the benefits and terms will be shared with you post your joining.

Please review this letter in full and sign to confirm your acceptance of the position.

We look forward to having you begin your career at Mudraangle Technologies LLP and wish you a successful career. Welcome to our team!

Sincerely,

Ashish


Ashish Dighule (Founder & CEO)



+91 2066189088



contact@fundspi.com
www.fundspi.com



203, Pratham Bldg, Next to BSNL
Telephone Exchange, Baner Rd,
Pune, Maharashtra 411045



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

Offer Letter

Intern – H1 2023 – Data Analytics

01-05-2023

Dear Kalyani Vijay Shinde

Intern ID : EI0466

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav- HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>
Website : <https://edulyt.com>
Instagram : https://instagram.com/edulyt_india

213F-CAR
22-23
MBD/11

MBA II ✓
22-23



EDULYT India
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 9906925279

Offer Letter

Intern - H1 2023 - Data Analytics

01-05-2023

DEEP UINWAR JAINES, Dwarka

Pincode: 110075

Warmest of EDULYT India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav- HR

EDULYT India - Education to Employment
Email - edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>
Website : <http://edulyt.com>
Instagram : https://www.instagram.com/edulyt_india

Dr. Amey Pangarkar
MBA - 11 22-23
31 ✓
CONSULTANCY

21/04/2023

To,
Mr. Jai Gondkar

Subject: Offer Letter for Digital Marketing Executive

Dear Jai,

Warm Greetings from A Consultancy!

It gives me immense pleasure in offering a Digital Marketing Executive at A Consultancy. Based on our discussion your employment and monthly remuneration thereof are mentioned in the below table.

Sr. No	Months	Monthly salary
1	May - June 2023	₹8,000
2	August 2023 onwards	₹20,000

Wishing you the best for your tenure at A Consultancy. I hope you would have an enjoyable, memorable and satisfying experience.

Welcome aboard!



Dr Amey Pangarkar
Proprietor,
A Consultancy

www.aconsultancy.marketing

Performance Based Marketing

A Consultancy

21BACAR
MBA-11
22-23 ✓



Offer Letter

Date: 10/04/2023

Dear Anamika Tripathi

We are excited to be offering you a full-time position as a **HR Trainee** at Optical Arc Pvt Ltd reporting directly to Senior. Based on your experience, interviews, and design portfolio, we are looking forward to seeing how you will take our Company to the next level. As per your conversation with HR Team, first three months will be your Unpaid Training Period (Work From Home) hence after evaluation your performance we will offer you an annual starting Package.

If you decide to accept this role, your anticipated start date will be **April 10th, 2023** at our **Head Office location (712A, Gera's Imperium Alpha, Rajaram Patil Nagar, Kharadi, Pune-411014)**.

As an employee of **Optical Arc Pvt Ltd**, you will also have access to our comprehensive benefits program, which includes leaves, health insurance etc.

To accept this offer, please email me at hr@opticalarc.com ASAP hence I will get you started with the rest of the onboarding process.

We are excited about the possibility of you joining Company **Optical Arc Pvt Ltd**. If you have any questions, please contact me directly via phone or email.

Sincerely,
Priyanka Nanaware
HR Team
hr@opticalarc.com
9834250298

Optical Arc Pvt Ltd

**Head Office: 712A, Gera Imperium Alpha, EON Free Zone,
Kharadi, Pune - 411014**

Contact

www.linkedin.com/in/siddharth-sangare-9304b3250 (LinkedIn)

Top Skills

Talent Management
Business Communications
English

Siddharth Sangare

Human Resources Executive at Techcare Medical Services
Pune, Maharashtra, India

ZIBACAR MBA-2
22/23

Summary

Human resources executive with experience managing employee benefits, employee hiring and onboarding, performance management and HR records. Reliable and organized team member with the ability to communicate effectively and handle office changes.

Experience

Techcare Medical Services
Human Resources Executive
November 2023 - Present (4 months)

SHELLGRID AUTOMATIONS Pvt.Ltd
Human Resources Coordinator
September 2022 - November 2022 (3 months)

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe
Master of Business Administration - MBA, Hr (2021 - 2023)

- Keep confidential and not disclose to any unauthorized persons all Company information, business and financial interests, Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out, technical capability and commercial intelligence disclosed to you and/ or acquired by you in the course of your employment, and
- Not employ, use and/ or engage the confidential information acquired during your employment with the Company to any other company, entity, organization or their associates/affiliates, who are in competition with Edelweiss and its associates/affiliates.

Misconduct

Misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice.

Examples of misconduct include but are not limited to:

1. Non Compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company.
2. Theft, misappropriation or willful destruction of Company property.
3. Refusal or failure to comply with a reasonable instruction given by your supervisor.
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior.
5. A finding that you are guilty of a criminal offense by a court of competent jurisdiction.
6. Sexual Harassment or intimidation of employees.
7. Behavior which is either physically or verbally threatening or degrading to others.
8. Violation of Code of Conduct and Business Ethics.

Cooling Period: In case of you resign from the services of the company or your services were to be terminated by the Company at any time in future, the Company, at its sole discretion, shall have a right to offer you a cooling period entitlement upon such terms and conditions, and for such period as the company may deem fit, for a maximum period of 90 days. In the event that the company was to decide to offer cooling period entitlement to you then during such cooling period you shall not undertake to join any firm nor shall commence any business of competing nature with that of the company. Further it is agreed by you that in the event that such cooling period entitlement were to be offered to you, you will be required to complete the additional formalities and to execute such documents as may be then communicated to you by the company.

Amendments: The Company reserves the right to change these terms and conditions at any time without giving prior notice. In the event any changes are made, the revised terms and conditions shall be communicated to you appropriately.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction High Court of Bombay only.

Electronic Signature: You acknowledge and agree that this appointment letter (the "Appointment Letter") is being executed electronically and that is enforceable.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (put initials on each page including Annexure - I) as a token of your having accepted the above terms and conditions.

Annexure I

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1,80,000	15,000
Hra	9,000	750
Special Allowance	1,67,181	13,931
Stat Bonus	12,719	1,060
Employer's PF Contribution	21,600	1,800
Effective Annual Or Monthly Salary	3,90,500	32,542
Total Fixed Compensation	3,90,500	32,542
Medical Reimbursement	9,500	792
Total Annual Or Monthly Ctc	4,00,000	33,333

* Deductions will be made as per the statutory laws, as applicable

** Premium paid by Edelweiss for Group Mediclaim Policy for employee and dependents (spouse, parents and maximum 2 children up to the age the of 25 years or till completion of full-time education whichever is earlier)

Assured Bonus

Further, an assured bonus amount of **INR 50000** will be paid to you as per the below grid, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date. This amount will be fully recoverable from you in case of discontinuation of your services before the completion of 1 year from the date of joining

Assured Bonus Amount (INR)	Scheduled Payment
INR 50000	Appraisal Cycle/1/FY24

21/3/2023
MBA-III
22-23

EMS/HR/OFFER/2023

Date: - 29/05/2023

To,
Mr. Sayali Pawar,

Sub:- Offer for the post of "Intern" in 'HR & Compliance' Department.

Dear Mr. Sayali,

Based on your application and the interview you had with us we are pleased to offer you the post of "Intern" in 'HR & Compliance' Department.

You will join our organization on or before, **29th May, 2023**, failing which this offer letter would be null and void.

You will be based at Pune Location.

You will be joining us as an Intern for a period of three (03) months.

We welcome you to Electronica Mechatronic Systems (I) Pvt. Ltd. and look forward to a long and mutually rewarding association.

Thanks & Regards,

<p>For ELECTRONICA MECHATRONIC SYSTEMS (I) PVT. LTD.</p> <p>Dipti Rampal</p> <p>Asst. Manager – HR & Compliance</p>	<p>I accept the above offer.</p> <p>(Signature) _____</p> <p>(Name) _____</p>
---	---

Dear Atul!

Congratulations on your offer from Crescendo Worldwide! We are delighted to offer you the position of **Management Trainee** in the **World Trade Invest Department**.

We would like to inform you that your Joining date has been confirmed on **29th May 2023, Monday**.

Reporting Time- 09:30 AM

As a trainee of the company, you will receive a Monthly stipend of INR 12,000/- which will be payable to you in accordance with the prevailing standard Remuneration plan of the company.

After completion of the Training period, your employment will be confirmed with the CTC (based on your performance) as per the company policy.

I request you to please fill below form to complete the joining formalities-

https://forms.office.com/Pages/ResponsePage.aspx?id=f8ZyoMe_AEuyR0BrZFFwCqycgc_mW5dChtYXhHATQhIUOEJNRDJOTEhUM0NTTzhCMVRKSVINT1pLRS4u



AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office:
Automotive House, 10B, Bazar Ward Kurla, Mumbai - 400 070. Fax - 022-2503 4545
CIN - U34100MH1948PTC006781 . Tel. 6156 3700 / 799 . Website - www.automotivemil.com

Date: April 01, 2023

To,
Rameshwar Sakaru Rathod
Employee Code : 009191

ZIBARAR
MBA-2
22/23

Subject: Appointment Letter

Mr. Rameshwar Sakaru Rathod,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization under the following terms and conditions:

1. DATE OF APPOINTMENT :

Your appointment will be effective from April 01, 2023

2. DESIGNATION & GRADE

You will be designated as "JUNIOR EXECUTIVE" in the grade 'M1' in Sales Department in Acholi Leyland Division. Your work will be purely of Supervisory and Administrative capacity and therefore you are not a "Workmen" as defined under The Industrial Disputes Act, 1947 and its modifications and amendments, thereof

3. PLACE OF POSTING

You will be posted at the Company's Establishment (Office /Workshop/Spare Parts or any other location of the Company) located at Ambegaon Leyland. However, your appointment will be strictly subject to the conditions that you may be posted and transferred anywhere in India or in any department, branch office or establishment owned or managed by the Company or any group company / affiliates, which are in existence or which might be set up in future at the discretion of the Management. You shall have to abide by the Transfer Order issued to you by the Management without a right of refusal.

4. JOB DESCRIPTION

Your job description is in accordance to the roles and responsibilities that are allocated to you from time to time and as projected for the year, inclusive of that which are indicated in the KRA. Further, we expect you to take care of those incidental allied services, which though not covered in your KRA's, but are very crucial and important in the interest of the organization. However, it is pertinent to note that the same shall be subject to change/revisions/additions depending on the requirement and exigencies of work. You do not have a right to decline or refuse the job allocated to you.

5. SHIFT TIMINGS:

Your working hours will be governed by the Statutory Rules, Regulations of the Statute and Policy framed by the Management from time to time. The Management shall have every right to allocate shift timings of your work and you shall abide by the same.

You shall be governed by the rules, regulations and policies of the Company with respect to the number of days of working during the week. However, your salary will be for all purposes considered on per month/ month.

Signature valid

Digitally signed by
AJOY DAVID
Fri Apr 07 13:25:07 IST 2023



Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: RAM GORE

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be **13000/INR**, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be **12800/INR**.

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: AMRUTA GAVADE

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be **13000/INR**, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be **12800/INR**.

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: UJVALKUMAR JADHAV

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be 13000/INR, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be 12800/INR.

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

SuryaLogix Pvt Ltd

Address: -S No.14, Dhadge Industrial Estate, Nanded Phata, Sinhagad Road Pune, Maharashtra, 411041.

Website: -www.suryalogix.com Email ID-hr@suryalogix.com

Contact details:-+91-9527818443

Support: - +91-9022928497

OFFER LETTER

21BACAR
MBA II 29/28

Dear,

Mr. Rushikesh Pandule,

We are glad to inform you that based on the recent interview, you have been selected for the position of "Trainee Recruiter" at **SuryaLogix Pvt. Ltd.** We are pleased to offer you the position on the terms and conditions we have been mutually agreed.

You are requested to join us on '01-July-2023' failing which the offer stands void. Please sign on the copy of this letter or reply with a mail as an acknowledgment.

Please let us know if you have any questions or if we can do anything to make your arrival easier. Also please check the list of documents below which are mandatory for joining.

1. Copy of updated resume
2. Current address proof
3. Aadhar card
4. PAN card
5. 10th, 12th / Diploma Mark sheet & Degree Mark sheet
6. 4 Passport size photographs
7. Qualification-related certificates (SSC, HSC, Diploma, Degree, etc. All mark sheet & Certificates copies)
8. Bank Passbook Copy
9. Experience Letter Copy
10. Copy of Reliving Letter
11. Copy of Offer Letter

Please note that any discrepancies in the data you have provided can lead to rejection of your candidature.

We welcome you to **SuryaLogix Pvt. Ltd.** and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Thanking you,

For,

SuryaLogix Pvt. Ltd.

Authorized Signatory

Head-HR & Operations

Employee Signature

SuryaLogix Pvt. Ltd

Address: -S No.14, Dhadge Industrial Estate, Nanded Phata, Sinhagad Road Pune, Maharashtra, 411041.

Website: -www.suryalogix.com Email ID-hr@suryalogix.com

Contact details:-+91-9527818443

Support: - +91-9022928497

MUDRAANGLE TECHNOLOGIES LLP

18th March, 2023

To,

Kaishik Nimbalkar
Manager
Pune - 411056

Letter of Intent

Dear Ms. Nimbalkar

On behalf of Mudraangle Technologies LLP, I am excited to extend an offer of employment to you for the position of Business Manager within our Marketing department. This position is located in Dattar, Pune. This position is scheduled to begin on 1st April 2023.

This position will pay a fixed remuneration of Rs. 30,00,000/- Lacs per annum and will also have additional component such as performance linked incentives and other company benefits. In this role, you will report directly to the Marketing Head.

You will be on probation for 6 months from the date of joining during which time your services may be terminated with 1 month notice or pay in lieu thereof. Detailed offer letter mentioning all the benefits and terms will be shared with you post your joining.

Please review this letter in full and sign to confirm your acceptance of the position.

We look forward to having you begin your career at Mudraangle Technologies LLP and wish you a successful career. Welcome to our team!

Sincerely,



Ashish Bighule (Founder & CEO)



+91 9888888888



contact@fundps.com
www.fundps.com



302, Prabhani Bldg, Next to 80th,
Telephonic Exchange, Baner Rd,
Pune, Maharashtra 400041

21 BARAR
MBA-2
22/23

Private and Confidential

ZIBACAR MBA-2
22/23

Date: February 24, 2022

Dear Subham Hajare,

We are delighted to welcome YOU to an organization with the Freedom to Succeed.

You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us.

The following points outline the offer details.

1. **Offer Details.** We are pleased to offer you the position of "Junior Analyst", Grade T2. Your total Cost to Company (CTC) inclusive of all benefits is **INR 289000/- (Rupees Two Lakhs Eighty Nine Thousand only)** per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
2. **Offer Validity:** This offer is valid till **February 26, 2022**. Kindly ensure that you confirm your acceptance of the offer in writing, on or before **February 26, 2022**. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
3. **Offer Conditions.** This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
4. **Date of Joining:** Your date of joining is **March 01, 2022**.
5. **Location:** Your work location will be **Pune, Maharashtra India**.

We wish you a long & successful tenure with us and looking forward to working with you.

Best Regards,



Arif Khan
Vice President - HR
Date: February 24, 2022

Subham Hajare
Date:

Appointment Letter

Date of Joining: 04th July 2023

Candidate Name: AMARJIT SONAWANE

Designation : Customer Sales Executive

Congratulation,

Your Profile has been selected for BPO/Telesales Process, so this letter is confirmation letter of your joining. You are requested to take note that your monthly salary will be 13000/INR, which will be subject to all statutory and company deductions with regards to the law and in hand salary will be 12800/INR

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 201' 2nd Floor, Ashoka Plaza, Near Hyatt Hotel, Viman Nagar Pune Maharashtra-411014



Thanks & Regards,

Yasmin Shaikh (HR MANAGER)

9657716592

Contact

www.linkedin.com/in/dhiraj-b-ba693b203 (LinkedIn)

Top Skills

Business-to-Business (B2B)

B2C

Customer Acquisition

Dhiraj B.

Inside Sales Executive at Yashaswi Group

Pune, Maharashtra, India

ZIBACAR
MBA-2
27/23

Summary

I am a Post Graduate scholar with a distinguished academic record. During my post-graduation studies, I achieved first-class distinction, and at graduation, I was honored with the Academic Excellence Award for my outstanding academic performance in college.

As a BDE (Inside Sales Executive), I have gained practical experience through internships at NMIMS University and Universal Tribes. I have also completed the Bajaj finance banking and insurance certification program, as well as other certification courses related to marketing and sales, demonstrating my commitment to continuous learning and professional development.

Experience

Yashaswi Group

Business Development Executive

May 2023 - Present (10 months)

Thinkque

Business Development Executive

September 2022 - October 2022 (2 months)

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Business, Management, Marketing, and Related Support Services · (2021 - 2023)

Punyashlok Ahilyadevi Holkar Solapur University, Solapur

Bachelor of Business Administration - BBA, Marketing/Marketing Management, General · (2018 - 2021)

213 HUA MBA
2022-23



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

Offer Letter

Intern – H1 2023 – Data Analytics

01-05-2023

Dear Sayali Arvind Patil

Intern ID : EI0517

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Vishal Yadav – HR

EDULYT India – Education to Employment
Email : edulyt.india@gmail.com / hr@edulyt.com

Linkedin : <https://www.linkedin.com/company/edulytindia/>
Website : <https://edulyt.com>
Instagram : https://instagram.com/edulyt_india

EMS/HR/OFFER/2023

Date: - 29/05/2023

To,
Mr. Sayali Pawar,

Sub:- Offer for the post of "Intern" in 'HR & Compliance' Department.

Dear Mr. Sayali,

Based on your application and the interview you had with us we are pleased to offer you the post of "Intern" in 'HR & Compliance' Department.

You will join our organization on or before, **29th May, 2023**, failing which this offer letter would be null and void.

You will be based at Pune Location.

You will be joining us as an Intern for a period of three (03) months.

We welcome you to Electronica Mechatronic Systems (I) Pvt. Ltd. and look forward to a long and mutually rewarding association.

Thanks & Regards,

<p>For ELECTRONICA MECHATRONIC SYSTEMS (I) PVT. LTD.</p> <p>Dipti Rampal</p> <p>Asst. Manager – HR & Compliance</p>	<p>I accept the above offer.</p> <p>(Signature) _____</p> <p>(Name) _____</p>
---	---



ADFLIX MEDIA PVT. LTD

ZIBAIAR
MBA
2022-23

Ref: 2022-23/1544

Date: 03/06/2023

**TOTNING LETTER
TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Prathamesh Nandkishor Redkar** Master of Business Administration student of Zeal Institute of Business Administration, Computer Application & Research Pune, pursuing his Industrial Training as part of 4th semester of MBA (Master of Business Administration) program Savitribai Phule Pune University, Pune.

Thanks & regards,

For Adflix Media Pvt. Ltd.

Mr. Sujit Patil | HR



Office No. A4, Success Chamber, Second Floor,
Apte Road, Near Goodluck Chowk, Pune,
Maharashtra 411004

Contact: +918857900039 | info@adflixmedia.com

www.adflixmedia.com

Contact

www.linkedin.com/in/sheikh-aziz-2bb343235 (LinkedIn)

Top Skills

Financial Advisory

Banking

Finance

Sheikh Aziz

-Bharti share Market

Pune, Maharashtra 411001

ZIBACAR

MBA-2

27/23

Experience

Bharti Share Market

Financial Advisor

September 2022 - November 2022 (3 months)

Pune, Maharashtra 411001

I have successfully completed my 2month Internship in Bharti Share Market Demat Service Department As a Financial Advisor .

Education

Savitribai Phule Pune University

Master of Business Administration - MBA

Sant Gadge Baba Amravati University, Amravati

Bachelor of Commerce - BCom, Accounting · (October 2018 - June 2020)

Savitribai Phule Pune University

Master of Business Administration - MBA, Accounting and Finance · (January 2021 - August 2023)

Contact

www.linkedin.com/in/pallavivispute/
T(LinkedIn)

Top Skills

Financial Understanding
Financial Modeling
Risk Management

Languages

Hindi (Full Professional)
English (Full Professional)
Marathi (Native or Bilingual)
German (Elementary)

Certifications

Tableau Certified
Financial Modeling and Valuation
Investment banking
Investment banking
Management Consulting

Pallavi Vispute

"MBA in Financial Management & International Business | PWC, BCG & KPMG Virtual Program Alum | Technical Savvy in SQL, PowerBI, Tableau, R, Python, Excel & PowerPoint"

From [Pallavi Vispute](#) on [LinkedIn](#)

21BACAR
MBA-2
22/23

Summary

Corporate Journey-

✓// Intern at Setco Spindles India Pvt Ltd, Pune (Sept 2022 to Dec 2022)

Virtual Internship-

✓# PWC Management Consulting Virtual Experience Program Participant with Forage (Sept 2023)

✓# KPMG Data Analytics Virtual Experience Program Participant with Forage (July 2023)

✓# BCG Strategic Consulting Virtual Experience Program Participant with Forage (June 2023)

Academic Qualification-

✓# 2021-23 MBA (Finance & International Business Management) graduate from Savitribai Phule Pune University.

✓# 2018-21 Bcom (Cost & Works Accounting) from Savitribai Phule Pune University.

Projects-

✓# Strategic Financial Modeling for Britannia Industries. (Sept 2023 to Oct 2023)

✓# Working Capital Management of Setco. (Sept 2022 to Dec 2022)

Technical Skills-

✓# PowerBI

✓# Tableau

✓# R Programming

✓# SQL

✓# Python

✓# Microsoft Excel

✓# Microsoft PowerPoint

✓# Microsoft Word

✓# Tally

Experience

Setco Spindles India Pvt Ltd

Intern

September 2022 - December 2022 (4 months)

Pune, Maharashtra, India

- Developed financial reports and presentations for management.
- Monitored and conducted data analysis to support budgeting and forecasting processes.
- Participated in team meetings to coordinate financial strategies and recommendations.
- Demonstrated expertise in contributing to accurate financial record maintenance, with a proven track record of identifying and generating cost-saving opportunities resulting in a 10% reduction in expenditures.

Education

Savitribai Phule Pune University

Master of Business Administration - MBA, Finance & International Business

· (August 2021 - September 2023)

Savitribai Phule Pune University

Bachelor of Commerce - BCom, Cost & Works Accounting · (August

2018 - August 2021)



✓
TABA
22-23

STRICTLY PRIVATE & CONFIDENTIAL

27-04-2023

Snehal Kulkarni

Pune

APPOINTMENT LETTER

We are pleased to appoint you as Associate in the role of **Management trainee** commencing not later than 03-05-23 with **Zuno General Insurance Limited** ("the Company") on the following terms and conditions:

Compensation and Benefits: You will receive compensation as outlined in Annexure 1. Income Tax or any other statutory deductions will be made at source, as per the applicable tax laws. Your performance will be reviewed annually. You will also be eligible to participate in the Company's discretionary performance based Bonus Scheme / Performance Linked Incentives as applicable subject to your being in the Company's employment and not under notice to leave the Company on the bonus payment date.

Workplace: You are appointed to work in the Company office at **Pune**. However, your services may be transferred by the Company to any other location or division or you may be transferred to any other group entity, in India or abroad, as per the requirement of the Company.

Leave & Other Benefits: You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The prerequisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

Probation/Confirmation: You will be on probation for a period of 6 months from date of joining. During this period your performance will be reviewed periodically and if required necessary instructions / advise / support / feedback will be provided to you. At the end of this period the company will assess your performance and suitability and decide to confirm your employment or extend your probation. This extension will be at the discretion of the company and if the company so deems necessary. Your probation may be extended twice for a period of three months each only. At the end of the probation period or extension of probation period you will be deemed confirmed if you have not received a letter intimating you of extension of probation or dismissal as the case may be.

Notice for Separation / Termination: Either party, by stating their intention to do so, in writing may terminate this employment, at any time, provided that at least **30 days'** notice or salary in lieu thereof is given in case of an employee under probation period, post confirmation, the employee needs to provide **90 days'** notice or salary in lieu thereof. Waiver of notice period days is completely at the discretion of the Company.



However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches of any of the terms and conditions herein, including the conditions under Professional Ethics, and Confidentiality clause, the Company reserves its right to immediate termination of your services at any given point of time, without any compensation or notice. This right is in addition to any other rights and remedy the company may have against you in law.

Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related Information (which you may possess by reason of your association with the Company) outside the Company.

is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, diskette, or machine readable form including but not limited to all non-public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non-public financial information, customer base, manuals, designs, procedures, formulae, discoveries, inventions, improvements, concepts, ideas, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly:

- Induce or attempt to induce any employee of the Company to quit employment with the Company;
- Solicit or entice any employee of the Company;
- Otherwise interfere with or disrupt Company's relationship with its employees;



- Keep confidential and not disclose to any unauthorized persons all Company information, business and financial interests, Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out, technical capability and commercial intelligence disclosed to you and/or acquired by you in the course of your employment; and
- Not employ, use and/or engage the confidential information acquired during your employment with the Company to any other company, entity, organization or their associates/affiliates, who are in competition with Edelweiss and its associates/affiliates.

Misconduct

Misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice.

Examples of misconduct include but are not limited to:

1. Non Compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company.
2. Theft, misappropriation or willful destruction of Company property.
3. Refusal or failure to comply with a reasonable instruction given by your supervisor.
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior.
5. A finding that you are guilty of a criminal offence by a court of competent jurisdiction.
6. Sexual Harassment or intimidation of employees.
7. Behavior which is either physically or verbally threatening or degrading to others.
8. Violation of Code of Conduct and Business Ethics.

Cooling Period: In case of you resign from the services of the company or your services were to be terminated by the Company at any time in future, the Company, at its sole discretion, shall have a right to offer you a cooling period entitlement upon such terms and conditions, and for such period as the company may deem fit, for a maximum period of 90 days. In the event that the company was to decide to offer cooling period entitlement to you then during such cooling period you shall not undertake to join any firm nor shall commence any business of competing nature with that of the company. Further it is agreed by you that in the event that such cooling period entitlement were to be offered to you, you will be required to complete the additional formalities and to execute such documents as may be then communicated to you by the company.

Amendments: The Company reserves the right to change these terms and conditions at any time without giving prior notice. In the event any changes are made, the revised terms and conditions shall be communicated to you appropriately.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction High Court of Bombay only.

Electronic Signature: You acknowledge and agree that this appointment letter (the "Appointment Letter") is being executed electronically and that is enforceable.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (put initials on each page including Annexure - I) as a token of your having accepted the above terms and conditions.

Zund General Insurance Limited formerly known as Edelweiss General Insurance Company Limited

IRDA Regn. No. 159, CII (11A60006-120147) C273758

Registered Office: 2nd Floor, Tower J, Wing B, Kofinas City Mall, Kharpada City, Goregaon West, Mumbai - 400070

Reach us on: 1800 1200 1154-444, 022 42742000 (Call charges applicable as per tariff)



Years faithfully

For Zuno General Insurance Limited

Accepted:

Melvin Gladstone
Human Resources

Signature & Date

Annexure 1

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1,80,000	15,000
Hra	9,000	750
Special Allowance	1,67,181	13,931
Stat Bonus	12,719	1,060
Employer's PF Contribution	21,600	1,800
Effective Annual Or Monthly Salary	3,90,500	32,542
Total Fixed Compensation	3,90,500	32,542
Medical Reimbursement	9,500	792
Total Annual Or Monthly Ctc	4,00,000	33,333

* Deductions will be made as per the statutory laws, as applicable

** Premium paid by Edelweiss for Group Mediclaim Policy for employee and dependents (spouse, parents and maximum 2 children up to the age the of 25 years or till completion of full-time education whichever is earlier)

Assured Bonus

Further, an assured bonus amount of **INR 50000** will be paid to you as per the below grid, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date. This amount will be fully recoverable from you in case of discontinuation of your services before the completion of 1 year from the date of joining

Assured Bonus Amount (INR)	Scheduled Payment
INR 50000	Appraisal Cycle/1/FY24

ZIBA-CO-R
MBA 20 20-23



EDULYT India
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8829252979

Offer Letter

Intern - H1 2023 - Data Analytics

01-05-2023

Dear Dhruv Harmanant Meht

Intern ID : EIU491

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05-June-2023. You will begin your internship journey after giving a formal acceptance of the letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

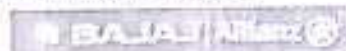
Vishal Yadav - HR

EDULYT India - Education to Employment
Email : care@edulyt.com / hr@edulyt.com

LinkedIn : <https://www.linkedin.com/company/edulytindia/>
Website : <https://www.edulyt.com>
Instagram : https://www.instagram.com/edulyt_india/

21BAALAK MBA-11
22-23 ✓

LIFE GOALS DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 05/15/2023

Ajit Hanamant Patil
At - Untwad,
Sangli, 416404

Subject: Offer Letter

Dear Ajit Hanamant,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Relationship Manager - MT - Partnership Distribution, Institutional Business in Band G&2 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

1. You shall be based at Pune-1.
2. You will report to Madhuri Teori.
3. The proposed compensation details are attached in "Annexure A".

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 05/16/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company)
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited

Head Office Address: Bajaj Allianz House, Airport Road, Yeshwant, Pune - 411004 | Tel: +91 20 66226777 | Fax: +91 20 66226788
Toll Free No.: 1800 209 7272 | Email: customercare@bajajallianzlife.com | Website: www.bajajallianzlife.com
CIN: U65010PN260349 CO191650

ANNEXURE A: CTC Break Up
COMPENSATION BREAK UP SHEET

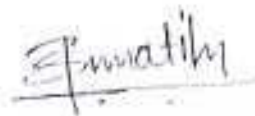
Date: 05/15/2023

Name:	Ajit Hanamant Patil		
Department:	Partnership Distribution		
Designation:	Executive		
Band:	GB2 A		
Location Code:	Pune-1	Location: Pune-1	

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,750.00	105,000.00
2	Minimum HRA	4,375.00	52,500.00
3	Statutory Bonus	1,750.00	21,000.00
4	Flexible Benefits	12,071.00	144,852.00
	Sub Total (A)	26,946.00	323,352.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	421.00	5,052.00
7	E.S.I.C	0.00	0.00
	Sub Total (B)	2,221.00	26,652.00
	Total Fixed	29,167.00	350,004.00
	Total Fixed CTC in Words	350,004.00(Three Lakh Fifty Thousand Only)	

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-60829798
Toll Free no: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianz.co.in
GIN: UAR010PN2001PLC019559



**Other Benefits:**

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group Mediclaim policy. The company shall subsidize the annual premium as per policy. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospective increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is based on the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) unless specified otherwise in writing by the Company.
8. If your employment is terminated by you for any reason prior to completion of 12 months of service, then you will pay back to the Company the entire joining expense incurred by the Company.

Bajaj Allianz Life Insurance Company Limited
 Regd. Office Address: Bajaj Allianz House, Airport Road, Yeshwanth Puram - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
 Toll Free No: 1800 209 1272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U06010PW0908PLCO05003

Finality

**Background Verification Form
Letter of Authorization
Declaration and Authorization by the Candidate
To whom it may concern**

I understand that Bajaj Allianz Life Insurance Company Limited may use an outside agency to verify and validate the information I have provided including my employment, my personal background, professional standing, work history and qualifications. I understand that an outside background agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, criminal conviction records, school records, College records and professional and personal references. I authorize, without reservation, any individual, corporation or other private or public entity to furnish Bajaj Allianz Life Insurance Company Limited and the outside background agency all information about me.

I unconditionally release and hold harmless any individual, corporation, or private or public entity from any and all causes of action that might arise from furnishing to Bajaj Allianz Life Insurance Company Limited and the outside agency information that they may request pursuant to this release.

This authorization and release, in original, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested. I hereby confirm that the below information is correct to the best of my knowledge and I understand that any misrepresentation or discrepancy noted in regards to me and/or any other disclosures made by me, company shall have complete right and authority to take necessary disciplinary action against me as deemed necessary, including immediate termination of my services and employment, without any notice thereof.

Name in CAPITAL LETTERS: Ajit Hanamant Patil

IMPORTANT: Copy of documents (as per "Documents Check-List") MUST be attached.
Please enter your name as it appears in your Passport or PAN Card.
Name change case : Kindly attach the name change Proof / Document

Personal Details

Full Name		Gender
Ajit Hanamant Patil		Male
Date of Birth (mm/dd/yyyy) :	Permanent Account Number :	Marital Status :
01/30/2000	AZUPH25430	Single
Former Name(s) / Maiden Name (if applicable)		<u>Date of Name Change(mm/dd/yyyy)</u>

First Name Middle Name Last Name (If Applicable)

Father's Name:	Mother's Name:	<u>Spouse's Name : (First & Last)</u>
Hanamant Patil	Rokha Patil	

Current Address: At - Uniwadi , Post - Mendhegiri , Tal - Jath , Uniwadi,
Pin - 416404


Signature of the employee:

EMPLOYEES PROVIDENT FUND
ORGANIZATION

New Form No.11- Declaration Form

(To be retained by the employer for future
reference)

Emp Code:

Employees provident funds scheme, 1952 (paragraph 34 & 57)
& Employees pension scheme 1995 (paragraph 24)

Company: Bajaj Allianz Life Insurance

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and Jof EPS 1995 is applicable)

1	Name of the member	Ajit Hanamant Patil	
2	<u>Father's Name () Spouse's Name ()</u> (Please Tick Whichever Is Applicable)	Hanamant Patil	
3	Date of Birth (MM/DD/YYYY)	01/30/2000	
4	Gender: (male / Female /Transgender)	Male	
5	Marital Status (married /Unmarried /widow/divorce)	Single	
6	(a) Email ID:	ajitpatil3012000@gmail.com	
	(b) Mobile No	9921018242	
7	<u>Whether earlier a member of Employees Provident Fund Scheme 1952</u>	Yes	No <input checked="" type="checkbox"/>
8	<u>Whether earlier a member of Employees Pension Scheme 1995</u>	Yes	No <input checked="" type="checkbox"/>

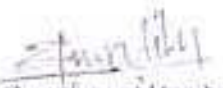
If response to any or both of (7) & (8) above is yes, MANDATORY FILL UP THE (COLUMN 9)

9	a) Universal Account Number(UAN)	NA								
	b) Previous PF a/c No	AP	HYD	EST.CODE	EXTN	PF NO.				
	c) Date of exit from previous employment (MM/DD/YYYY)									
	d) Scheme Certificate No (if Issued)									
	e) Pension Payment Order (PPO)No (if Issued)									
10	a) International Worker:	Yes	No							
	b) If Yes, State Country Of Origin (India /Name of Other Country)									
	c) Passport No									
	d) Validity Of Passport (MM/DD/YYYY) to(MM/DD/YYYY)									
11	KYC Details: (attach Self attested copies of following KYCs) **									
	a) Bank Account No .& IFS code									
	b) AADHAR Number (12 Digit)	731732730969								
	c) Permanent Account Number (PAN),if available	AZUPH2543G								

UNDERTAKING

1. Certified that the Particulars are true to the best of my Knowledge
2. I authorize EPFO to use my Aadhar for verification / e KYC purpose for service delivery
3. Kindly transfer the funds and service details, if applicable if applicable, from the previous PF account as declared above to the present P.F Account(The Transfer Would be possible only if the identified KYC details approved by previous employer has been verified by present employer
4. In case of changes in above details the same Will be intimate to employer at the earliest

Date 05/15/2023
Place, Sangli


Signature of Member

DECLARATION BY PRESENT EMPLOYER

1. The member /Ms/Mrs Aji Hanamant Patil has joined onand has been allotted PF Number.....

2. In case person was earlier not a member of EPF Scheme ,1952 and EPS,1995:

- (Post allotment of UAN) The UAN Allotted for the member is NA
- Please tick the Appropriate Option:
- The KYC details of the above member in the UAN database:
 - Have not been uploaded
 - Have been uploaded but not approved
 - Have been uploaded and approved with DSC

3. In case the person was earlier a member of EPF Scheme ,1952 and EPS, 1995:

- The above PF account number /UAN of the member as mentioned in (a) above has been tagged with his /her UAN/previous member ID as declared by member.
- Please Tick the Appropriate Option
 - The KYC details of the above member in the UAN database have been approved with digital signature Certificate and transfer request has been generated on portal.
 - As the DSC of establishment are not registered With EPFO the member has been informed to file physical claim (Form13) for transfer of funds from his previous establishment.

Date: 05/15/2023

Signature of Employer With seal of Establishment

FORM 2 (REVISED)

Nomination and Declaration form for Unexempted/Exempted Establishments

Declaration and Nomination Form under the Employees' Provident Funds and Employees' Pension Scheme (Paragraphs 33 & 61(1) of the Employees Provident Fund Scheme, 1952 and Paragraph 18 of the Employees' Pension Scheme, 1995)

1. Name (in Block Letters) : Ajit Hanamant Patil
 2. Father's/ Husband's Name : Hanamant Patil
 3. Date of Birth : 01/30/2000
 4. Sex : Male
 5. Marital Status : Single
 6. Account :
 7. Address : At - Untwadi ..
 Post - Mendhegiri , Tal - Jath , Untwadi
 Permanent : At - Untwadi ..
 Post - Mendhegiri , Tal - Jath , Untwadi
Temporary :
 8. Date of Joining :

PART- A (EPF)

I hereby nominate the person(s)/ cancel the nomination made by me previously and nominate the person(s) mentioned below to receive the amount standing to my credit in the Employees' Provident Fund, in the event of my death.

Name of nominee/nominees	<u>Address</u>	Nominee's relationship with the member	<u>Date of Birth</u>	Total amount of share of accumulation in Provident Fund to be paid to each nominee	If the nominee is a minor, name & relationship & address of the guardian who may receive the amount during the minority of nominee
1 Hanamant Patil	2 Untwadi	3 Father	4 01/05/1970	5 100%	6

- *Certified that I have no Family as defined in para 2(g) of the Employees' Provident Fund Scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.
- *Certified that my father/mother is /are dependent upon

* Strike out whichever is not applicable.


 Signature or thumb impression of the subscriber

PART B (EPS) (Para 18)

I hereby furnish below particular of the members of my family who would be eligible to receive widow/ children pension in the event of my death.

S.No.	Name and Address of the family member		Date of Birth	Relationship with member
	Name	Address		
1.	Hanamant patil	A/p-untwadi	05-01-1970	Father
2.	Retha patil	tal-jath	01-01-1973	Mother
3.	Amit patil		07-12-1998	Brother
4.	Chandamika patil	Dist-Sangali	06-11-2002	Sister
5.				

**Certified that I have no family as defined in para 2(vii) of Employees' Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

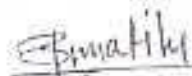
I hereby nominate the following person for receiving the monthly widow pension (admissible under para 162(a)(i) and

(ii) in the event of my death without leaving any eligible family member for receiving pension.

Name and Address of the Nominee	Date of Birth	Relationship with member
Hanamant Patil	01/05/1970	Father

Date:

**Strike out whichever is not applicable


Signature or thumb impression of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt./Kum..... employed in my establishment after he/she has read the entries/entries been read over to him/her by me and got confirmed by him/her

Place

Date

Signature of the employer or other Authorized Officers of the Establishment
Destination

FORM 'F'
 [See sub-rule(1) of rule 6]
Nomination

To [Give here name or description of the establishment with full address]

I, Shri/ Shrimati/ Kuman Ajit Hanamant Patil whose particulars are given in the establishment below,

hereby nominate the person (s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of

my death before that a month has become payable, or having become payable has not been paid and order that the said amount of gratuity shall be paid in the proportion indicated against the name(s) of the nominee(s)

1. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause(h) of section (2) of Payment of Gratuity Act, 1972 .
2. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said
3. (a) My father/ mother/ parents is / are not dependant on me
 (b) my husband's father/ mother/ parents is/arenot dependent on my husband .
4. I have excluded my husband from m y family by a notice date thro to the controlling authority in terms of the proviso to clause (h) of section 2 of the said
5. Nomination made herein in validates my previous nomination .

Nominee (S)

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion which the gratuity will be shared
Hanamant Patil	Father	01/05/1970	100%

SO ON :

Statement

1. Name of employee in full : Aft Hamamast Pathi
2. Sex : Male
3. Religion :
4. Whether unmarried/ married/ widow/ : Single
5. Department / Branch / Section where employed :
6. Post held with Ticket or Serial, if any :
7. Date of appointment :
8. Permanent address : At - Untwadi, Post - Mendhega, Tal - Jath Untwadi

Village Thana Sub-division Post Office

Place

Date

Hamamast Pathi
Signature/ Thumb Impression of the employee

Declaration by witnesses

Nomination signed/ thumb impressed before me.

Name in full and full signature of witnesses

1. 1.
2. 2.

Place

Date

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any

Signature of the employer/Officer authorized

Designation

Name and address of the Establishment or rubber stamp thereof

Date

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date

Hamamast Pathi
Signature of the employee

GROUP LIFE INSURANCE BENEFICIARY FORM

Beneficiary's Full Name: Harshant Patel

Relationship to You: Father

Beneficiary's Date of Birth: (mm/dd/yyyy) 21/05/1970

Signature of the employee:



1

121749

Bajaj Allianz Life Insurance Company Limited

Registered Office Address: Bajaj Allianz House, Airport Road, Vashi, Mumbai - 401 506 | Tel: +91-20-66047700
Fax: +91-20-66026789

Toll Free no. 1800 200 7272 | Email: customerscare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U56910PN2001PLC215322



High Performance >>> Integrity >>> Empower

ZIBACAR
MBA
2022-23

2

20-June-2023

To,
Hritika Lavankush Zade
567, New Nandanvan Layout
Nagpur- 440021

Subject: Appointment as -Trainee -HR Generalist

Dear Hritika

We are pleased to extend this appointment as "Trainee HR Generalist". Post acceptance of this offer, you will begin your orientation and internship with the Company at Pune Office.

We are pleased to share below details:

1. You will be paid stipend of INR 10000/- per month (Rupees Ten Thousand only) for training duration. Duration of your orientation and training is from 20-June-2023 to 19-Sep-2023, however your training may get extended or discontinued based on the performance.
2. Post successfully completion on your training and based on your performance, commitment, you shall be offered full time position as an "HR Executive".

By accepting this offer, you agree, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment mentioned in appendix. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The offer and this document stands cancel if not joined on the aforesaid joining date.

During your internship, you will have the opportunity to learn from experienced professionals in the field and gain practical experience that will help you be successful and rewarding. Looking forward to make astonishing career at SunONE

Please indicate your acceptance of this offer by signing below and returning it. If you have any questions or needing clarification, please contact the undersigned.

For SunONE Technologies Pvt Ltd.

Avinash Arvkar
Head HR

I, Kritika Lavankush Zade have carefully read the above Appointment letter, policies / rules and regulations and the terms and conditions therein have been fully understood and I hereby acknowledge, agree and confirm to the aforesaid terms and conditions and promise to abide by the same.

Signature

Name -

Date -

Address -

Contact No -

Email-

AADHAR -



21 BACAR
MBA JJ 27/2 2

Offer Letter for Marketing Executive.

Date: 23/12/2022

Akshay Sambhaji Tarwade
Pune, India

Subject: Offer letter for Marketing Executive.

Dear Akshay

- This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Indsys software Industries (I) Pvt Ltd has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Appointment of Employment by company.
- Document verification and checks -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 3 Days from the day you receive the Offer Letter.
- At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or

Please submit the following documents with the signed copy of this letter:

1. Resume copy
2. Your latest passport size photograph
3. I.D Proof (Pan Card or Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates.
6. Copy of previous Employment Certificates i.e. (Work Exp letter, or Relieving letter or Salary Slip)
7. Cancelled Cheque of your savings bank account.
8. Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance and confirm the date of joining

INDSYS...inspired for innovations.

Offer accepted (signature).

LETTER of INTENT

39

D
ate – 27
March
2023

Pune

ZIGACAR
MBA II 22/23

Dear Rajesh pramod bobde,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com



EDULYT INDIA
Dwarka, New Delhi, India - 110075
care@edulyt.com
+91 8929252575

7
ZIBACAR
MCA-2
22/23

Offer Letter

Intern – H1 2023 – Data Analytics

01.05.2023

Dear Namrata Dattatray chavan

Intern ID: EIC487

Welcome to Edulyt India !!

Your scheduled date of internship with us will be from 05 June 2023. You will begin your internship journey after giving a formal acceptance of this letter. As an intern, you will receive a "Data Analyst Intern" status.

We hope that you are excited to embark on a transformational journey with our team. We believe that our team is our biggest strength and we take pride in welcoming any new talent who is having a great desire to learn.

We are sure that you will play a pivotal role in achieving our mission and will strengthen the analytical power of the company.

Your appointment as an Intern will be governed by the terms and conditions marked in Annexure 1.

Congratulations !!

Vishal Yadav - HR

EDULYT India - Education to Employment

Date: 19th April 2023

ZIBALAB
MCA-2
22/23

To,
Mr. Subodh Awarkar
35, Sarvashri Nagar,
Dighori, Nagpur,
Maharashtra - 440034

Letter of Intent

Dear Subodh,


We are pleased to inform you that we intend to offer you employment as **Associate Systems Engineer** in our **Pune Office** on following terms and conditions.

1. **EXPECTED JOINING DATE:** Your expected joining date in the organization will be **April 24, 2023**.
2. **REMUNERATION:** Your starting remuneration package will be as follows:
Maximum Annual Compensation : **Rs. 4,50,000/- per annum**
Joining Bonus : **Rs. 50,000/-**
3. **COMPLETION BONUS:** Upon completion of 3 years, you will receive a Completion Bonus of **Rs. 1,20,000 (Rupees One Lac Twenty Thousand Only)**
4. **SERVICE BOND:** As e-Emphasys will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve e-Emphasys for a minimum period of 3 years.
5. **CONDITIONS:** Your employment is necessarily contingent upon the following conditions:
 - a. Only on successful completion of your academic course
 - b. The Position being open at the time of your expected joining date

You will be given a formal Employment letter on your joining date upon fulfillment of above conditions
6. **VERIFICATION:** Your employment is necessarily contingent upon your
 - a. Submitting a medical certificate of fitness from a registered medical practitioner on commencement of employment.
 - b. Having furnished correct information regarding your past service and other academic degrees and other records.

We look forward to having you with us and providing you an opportunity to contribute towards the growth of the Company.

For e-Emphasys


Maneesh Mehra
Director- People Experience

21BACAK
MCA-11
22-23 ✓

Dear Devidas Navnath Kale,

Welcome to Threeng Technologies LLP

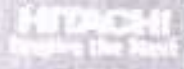
I am pleased to confirm your acceptance of our offer for the internship.
Your internship duration starts from 18 April, 2023.
We are excited about you joining our team and want to ensure you are successful in your new role. During your first several days of the internship, you will meet many co-workers. These individuals are available as a resource to you, so please let them know what you need to accomplish your new responsibilities. Additionally, you may contact me at any time.

Regards,
Threeng Technologies LLP
Sheetal Gosavi

21/09/2022
MCA
22/09/22

X

9



Your Hitachi Vantara Offer Confirmation.

Congratulations!

Dear Simran Hundani,

Congratulations and Welcome to the [redacted] Vantara Family!

We are thrilled to inform you, that you have been selected for employment at [redacted] Vantara.

We are offering you a paid Internship, starting in January and then progression into our Associate position.

For students who are not able to join on the internship, we are offering you the opportunity to join us as an Associate in 2023.

You will receive an offer letter with salary details and start date after you have completed graduation. As stated in the job description, your salary will be INR 5 L (Five lakhs) per annum.

This offer of appointment is subject to eligibility according to the prerequisite criteria: 60% or equivalent from grades 10-12 and achieving 70% or 7 CGPA (as applicable) aggregate in your final examination in B. Tech/B.E./MCA.

Once you have accepted this offer (please respond to this email), a formal letter will be presented to you.

Again, we are looking forward to you joining us and this email is your confirmation of selection for appointment at [redacted] Vantara.

Thank you,
Vaishnav H
Campus Hiring Team

Contact

www.linkedin.com/in/gauribhagat
(LinkedIn)

Top Skills

Java Development
Microservices
Hibernate

Languages

English (Professional Working)
Marathi (Native or Bilingual)
Hindi (Professional Working)

Certifications

Excel: Tracking Data Easily and Efficiently
Financial Markets: A Beginner's Module
Strategic Planning Foundations
Presenter in ICPM
Financial Accounting Foundations

Honors-Awards

Zeal Digital Commandos - 2021
Nisantara International Project 2021

Gauri Bhagat

✓ MBA
21-22

Trainee Java Developer | Technologies - Spring Framework ,
Hibernate, Microservices

Summary

I'm a dedicated Trainee Java Developer. I'm having unique blend of skills, complemented by an MBA in Finance.

My Journey has led me to excel in crafting efficient and innovative software solutions. Proficient in Java. I develop clean and reliable code that forms the backbone of successful applications. Leveraging my MBA in Finance, I bring a strategic perspective to technical projects, ensuring they align with broader business goals.

With a strong grasp of Spring Framework , Spring Boot, Hibernate and Microservices , I create applications that are not only technically sound but also align with financial objectives. Spring Framework empowers me to design modular and high-performance applications, while Spring Boot accelerates my development process for microservices and APIs.

Connect gauribhagat09@gmail.com

Thank You.

Experience

CodeAlpha

Java Developer
January 2024 - Present (2 months)

Innovet Infotech

Trainee Software Engineer
May 2023 - Present (10 months)

Zeal Institutes

CSR Club Team Lead

April 2021 - April 2022 (1 year 1 month)

Throughout the year handled team and did various CSR Activities

Mudrabiz

Stock Market Trainee

October 2021 - December 2021 (3 months)

Client Generation

Invest Account Opening

Conducted Investor Awareness Initiatives

Study Of Stock Markets

AIBPM

Team Leader

April 2021 - June 2021 (3 months)

I was in charge of managing and synchronizing all work as well as ensuring that all team members were engaged

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Finance (January 2021 - April 2022)

Contact

www.linkedin.com/in/ashish-rasal-712170173 (LinkedIn)

Top Skills

Object-Relational Mapping (ORM)
RESTful Web Services
Customer Service

Certifications

Associate Integration Developer
Certification, 2021
Tableau for Beginners
Microsoft Certified: Azure AI
Fundamentals

Ashish Rasal

Software Engineer | Java Developer | Springboot Developer |
Business Analyst

Pune, Maharashtra, India

✓ MBA
21.02

Summary

Computer Engineer

Experience

Infosys

2 years 8 months

Senior System Engineer

July 2023 - Present (8 months)

Pune, Maharashtra, India

System Engineer

July 2021 - July 2023 (2 years 1 month)

Pune, Maharashtra, India

Over 2+ years of professional experience in development and deployment of various Object

oriented and web - based Enterprise Applications using Java/J2EE technologies and working on

complete System Development Life Cycle(SDLC).

Experience in application/web servers like JBoss , Tomcat Web Servers .

Proficient in n-tier application design and development using Java , J2EE , JSP , Servlets and

Spring .

Good knowledge of design patterns like DAO , DTO and Model View Controller(MVC).

Responsible for creating and maintaining architecture for Restful API using Spring Boot .

Excellent is defect fixing and solving complex problems.

Good understanding of common API technologies, such as OAUTH , Spring Boot , Micro services .

Active participation in entire lifecycle of software development. Activities include study of

conceptual design as well as detailed design, coding, unit testing, system integration testing and support.

Built java application using Maven and deployed Java/J2EE applications through application server.

Generating Unit Test cases with help of internal tools using JUNIT .

Used ECP , Splunk and Kibana to monitor logs

Responsible for testing features using SOAPUI , Postman , Swagger

Used GITHUB as hosting platform.

Experience in deploying newly developed features via Jenkins .

Involved in L2 support such as Reprocessing and PRSA,

Responsible to accept User Stories on Rally and actively update them on daily basis.

Responsible in raising p1, p2, p3 and p4 for several issues and assigning them to appropriate

team through ServiceNow .

Technical Skills:

Languages: Java, XML, SQL.

Web Technologies: Servlets, JSP, SOAP, Restful Web Services.

Java Framework: Hibernate, SpringMVC.

Databases and ORM: MongoDB, PostgreSQL, Couchbase, JDBC.

Web Framework: Spring Boot.

IDE Tools: Spring Tool Suite, Eclipse, IntelliJ Idea.

Servers: JBoss, Tomcat.

Testing Tool: JUnit, SOAPUI, Postman.

Deployment Tool: Jenkins.

Code Hosting Platform: GitHub.

Databases and ORM: MongoDB

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Business analytics - (August 2020 - November 2022)

Sir Visvesvaraya Institute of Technology - India

B.E., Computer Software Engineering - (2017 - 2020)

K.K.W Polytechnic

Diploma, Computer Engineering - (2015 - 2017)

KKW Arts Science and Commerce College, Pimpalgaon Baswant
12th, Science - (2014 - 2015)

Kendriya Vidyalaya Air Force Station Ojhar
10th - (2012 - 2013)

Contact

www.linkedin.com/in/swapnal-g-786844206 (LinkedIn)

Top Skills

Marketing
Graphic Design
Invitations

Swapnal G.

Territory Sales Manager at NoBrokerHood

Profile: [Marketing | Sales | HR](#)

✓ MBP
21-22

Summary

Experienced Business Development Executive with a demonstrated history of working in the education management industry. Skilled in Invitations, Graphics, Banners, Marketing, and Brochures. Strong consulting professional with a Master of Business Administration - MBA focused in Business Administration and Management, General from Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe.

Experience

NoBrokerHood

Territory Sales Manager

May 2022 - Present (1 year 10 months)

[Profile: \[Marketing | Sales | HR\]\(#\)](#)

Growth Assist Global Solutions

Business Development Executive - Counsellor

January 2022 - March 2022 (3 months)

[Profile: \[Marketing | Sales | HR\]\(#\)](#)

Profcyma career Solutions

Business Development Executive - Counsellor

August 2021 - January 2022 (6 months)

[Profile: \[Marketing | Sales | HR\]\(#\)](#)

CapParis

Digital Marketing Executive

July 2021 - January 2022 (7 months)

[Profile: \[Marketing | Sales | HR\]\(#\)](#)

Dhene developers

Sales Executive

February 2017 - September 2019 (2 years 8 months)

[Profile: \[Marketing | Sales | HR\]\(#\)](#)

Worked as a Sales Executive at Dhene developers Construction site.

Education

Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Business Administration and Management, General - (2021 - 2023)

Abhinav Education Society's College of Engineering and Technology
Dhurne

Bachelor of Business Administration - BBA, Marketing/Marketing Management, General - (2017 - 2019)

Contact

www.linkedin.com/in/omkar-anil-balwant-133508206 (LinkedIn)

Top Skills

Advertising

Marketing

Marketing Strategy

Omkar Anil Balwant

MBA Marketing / Digital Marketing / BCA

Pune, Maharashtra, India

- MBA
21-22

Experience

M-Tech Innovations

Sales And Marketing Specialist

July 2023 - Present (8 months)

Pune, Maharashtra, India

GlobalDreamz Edutech

5 months

Executive Sales Professional

May 2023 - July 2023 (3 months)

Pune, Maharashtra, India

Digital Marketing Executive

March 2023 - July 2023 (5 months)

Pune, Maharashtra, India

PRISAN CONTROLS PVT. LTD.

Summer Intern

October 2021 - February 2023 (1 year 5 months)

Education

Zeal College of Engineering & Research, Pune

Master of Business Administration - MBA (2021)

Contact

www.linkedin.com/in/ankita-gonjari-5020a21a0 (LinkedIn)

Top Skills

Reasoning Skills

Procurement

Market Analysis

Ankita Gonjari

Operation Associate at NoBroker

Pune, Maharashtra, India

✓
MBA
2021-22

Experience

NoBroker.com

Operation Associate

November 2022 - Present (1 year 4 months)

Pune, Maharashtra, India

Urban Company

Business Development Associate

September 2021 - October 2022 (1 year 2 months)

Pune, Maharashtra, India

Govind Milk and Milk Products Pvt. Ltd.

Quality Analyst

December 2019 - March 2020 (4 months)

Pune

Education

Zeal Education Society's Zeal Institute of Management and Computer Application, Narhe

Master of Business Administration - MBA, Operation and Supply Chain Management · (2020 - 2022)

Dr. Balasaheb Sawant Konkan Krishi Vidyaapeeth, (former Konkan Krishi Vidyapeeth) Ratnagiri

B.tech Food technology , . · (2016 - 2020)

Contact

www.linkedin.com/in/pranjal-koli-77a154279 (LinkedIn)

Top Skills

Social Media Marketing

Reservations

Cancellations

Languages

Hind.

English

Marathi

Pranjal Koli

✓ MBA
21-22

Customer care at MDIndia Health Insurance TPA Pvt. Ltd.

[Profile Information](#)

Summary

Graduation complete in BCA from bharti vidyapeeth deemed university pune. Strong consulting professional with a Master of Business Administration - MBA focused in Business Administration and Management, General from Zeal Education Societys Zeal Institute of Management and Computer Application, Narhe.

Experience

MDIndia Health Insurance TPA Pvt. Ltd.

Customer care

July 2023 - Present (8 months)

[Profile Information](#)

Education

Zeal College of Engineering & Research, Pune

Master of Business Administration - MBA, Marketing · (2020)

Abhijit Kadam Institute of Management and social sciences, solapur

BCA

H.D.H.S junior collge solapur

HSC (Science)

Siddheshwar girls high school solapur

SSC



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune 411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

To,

Tuesday, April 4, 2023

Sapana Gangadhar Pujari

C 1B, 19 Mahalakshmi Nagar,
Vijapur road, Solapur, Indiranagar (N.V), Solapur
Maharashtra- 413004

ZIBA CAR
MBA-2
22/23

Mobile no: - 9404782798

Dear **Sapana,**

Saisystems Technology Pvt.Ltd. is pleased to avail your services for all Saisystems group companies (India) on contract basis as **HR Intern** on the following terms and conditions:

1. Your services are engaged as temporary Consultant on Retainer ship basis for the period from **4th April 2023 to 9th June 2023.**
2. You would be responsible for the following activities and delivery of said services listed below but not limited to:
 - All Recruitment activities
 - Sourcing, screening candidates, coordinating and scheduling interviews with internal team member(s) and candidates, feedback follow-ups, negotiations, maintaining resource requests and establishing priorities, reference checks, follow up, documentation, for all resource requirements.
 - Maintaining the database and related tracker and reporting
 - Assisting HR in sending self-appraisal forms, appraiser & reviewer forms
 - Maintaining the data & collecting the forms saving in one drive for Pune & Chennai
 - Sending follow-up emails
 - Collating Ratings as per specified time frames
 - Sending appraisal letter through GHR
 - Co-ordinating with external vendors Seva Activities
 - Assisting in employee engagement activities & JLP program
 - Helping in HR Audit
 - Employee database maintenance
 - Assisting HR Department in other miscellaneous work
3. You will be supporting our Pune & Chennai team at our office in Pune.

CIN #: U72200MH1998PTC112766

a: 020 66241000 f: 020 66241035

www.saisystems.com



Office No-4, 2nd Floor, Tara Heights, Mumbai-Pune Road, Shivajinagar, Pune-411003
Corporate Headquarters: Saisystems International, 5 Research Drive, Shelton, CT 06484

4. Payment terms -
 - a. Fixed monthly fee for this assignment - You shall be paid exclusive of tax fees of **Rs.12,000/ per month (Twelve Thousand rupees per month only)**. Payment of fees shall be made within ten days after submission of the invoice and subject to deduction of applicable taxes.
5. Your services are engaged on as need basis with options to extend on monthly basis. Hence there will be no employer – employee relationship. Consequently, you will not be entitled to any benefits such as Gratuity, Superannuation, Bonus and any other benefits of similar nature. Saisystems can terminate this contract at any time based on convenience and/or immediately due to performance issue. If terminated, Saisystems has no liability to pay for any notice period.
6. You will provide your services in full confidence and secrecy to the Company. You will not give out to anyone by word of mouth or otherwise particulars or details of any information regarding Saisystems's business processes, candidate's database, confidential information, Administrative or Organizational matters etc. which may be your privilege to know by virtue of your being on our contract assignment.
7. The Contract may be terminated, by you, by giving two-week advance notice.

Thanking you,

Yours faithfully

For Saisystems Technology Pvt. Ltd.

Authorized Signatory

Arvind Menezes

Head of HR & Operations

Read & Accepted

DocuSigned by:

B31A2C57B227AA3

Sapana Gangadhar Pujari

APPENDIX A
INDIA EMPLOYMENT AGREEMENT



ZIBACAR
NBA-2
22/23

Allied Analytics LLP,
Office No. 102D & E, 2nd Floor,
A-3 Building E space IT park,
Pune Nagar Road, Pune 411014, Maharashtra, India

Employee: Divya Ganesh Dongre
Designation: Jr. Executive- Digital Marketing
Commencement Date: 0th May 2023

Annual Salary Cost to Company (CTC): INR 2,50,000/- per annum

The above listed CTC amount includes the Employee's and the Employer's portion of any contributions to current and future mandatory schemes and benefits (including an Employee Provident Fund), which will be deducted from the Employee's salary. The detailed breakup of your Salary Structure is mentioned in Appendix B.

Annual Holidays: In addition to local national holidays, you are entitled to annual paid holidays per calendar year in accordance with the statutory rules and Allied Analytics LLP policy in this regard.

Benefits: You are eligible to participate in the Company's standard benefit plans, including medical insurance and accidental insurance. Subject to the terms & conditions of such scheme(s) from time to time in force. Details of these scheme(s) can be obtained from the Human Resources Department.

The Company reserves the right to terminate its participation in any of the schemes) or substitute another scheme(s) or alter the benefits available to you under any scheme(s). If a scheme provider refuses for any reason (whether under its own interpretation of the terms of the relevant insurance policy or otherwise) to provide the relevant benefit(s) to you under the applicable scheme, the Company shall not be liable to provide, or compensate for the loss of such benefit(s).

GORE & AMBEKAR

Chartered Accountants

Ground Floor, Madhumalati Bungalow, 41C,
999/A, PhatakBaug, Near Blood Bank,
Pune 411030. Phone: 020-24533021/24539870
Email: goreambekar@gmail.com

OFFER LETTER

3rd January 2022

To,
Shriyog Bari
Flat No.59, Bldg. No.04,
Sampada Housing Society,
Mahatma Phule Peth,
Pune 411042

Z/BAKAR
HBA-2
22/23

Dear Shriyog,

With reference to your interview with us, we are pleased to inform you that you have been appointed as "**Junior Executive - Accounts**" with effect from 17th January 2022. The effective terms and conditions of your appointment are as under:


1. Your designation will be "**Junior Executive - Accounts**" in your present job. The designation goes with the job and whenever there is a change in the job, your designation will also be changed accordingly.
2. You will be paid a consolidated salary of Rs. 17,000/- per month. No other benefits / perquisites are given (Refer Annexure I).
3. You are expected to join on 17th January 2022.
4. You will be entitled for 15 working days leave per year. However, any leaves over and above 2 days per month would be treated as Leave without pay.
5. You will bind yourself to strictly abide by the Rules and Regulation of the firm and the client as may be confirmed from time to time in the establishment to which you would be posted to work.

As a token of acceptance, kindly sign the copy of this letter and return the same to us.

We welcome you to the Organization and look forward to a long and happy association.

With best wishes!

For Gore & Ambekar
Chartered Accountants


Anirudha Ambekar
Partner

Annexure I – Monthly Salary Structure

Salary Components	CTC Details (INR)	
	Monthly	Annual
SALARY		
Basic	10,500	126,000
House Rent Allowance	4,200	50,400
Special Allowance	2,300	27,600
Total	17,000	204,000
Other Benefits	Nil	Nil
Total Salary	17,000	204,000

49

Justdial

18-06-2023

To,
Akshay Ankush Mhaske
Pune

ZIBAAR - MBA 2
22/23

Dear Akshay,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant** on the following terms and conditions:

Your Employee Code is **10142064**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **14-06-2023** and your place of posting is **Pune**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 300000 (Three lakh only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

"Accepted By"

Akshay Ankush Mhaske
18-06-2023 07:06:51

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

4. Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

"Accepted By"

Akshay Ankush Mhaske
18-06-2023 07:06:51

5. Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

6. Inventions and Patents

All inventions, creations, developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

"Accepted By"

Akshay Ankush Mhaske

18-06-2023 07:06:51

7. Background Verification

The Company reserves the right to conduct Internal / External Background verification check anytime during the tenure of your employment and employees are expected to co-operate for the same. Any negative report may lead to disciplinary / legal action including termination of your employment with immediate effect without notice and/or without any payment in lieu of notice. Background Verification also includes Behavioral, attitude aspects apart from Qualification / Education, Employment, Criminal etc.

8. Termination of Employment

- a. Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof or salary in lieu of notice period.
- b. Your services may be terminated after confirmation by giving 30 days
- c. In case of short notice period, Company shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.
- d. If you are absent for a continuous period of 15 days without prior written approval of your reporting, (including overstay on leave etc.) then it will result in loss of your employment and the same shall automatically come to an end without any notice or intimation from Company.
- e. In case of absconding or unauthorized absence from work without prior written approval of your reporting or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the Company.

"Accepted By"

Akshay Ankush Mhaske
18-06-2023 07:06:51

f. The Company shall be entitled to terminate your employment without notice, indemnities, and compensation in any of the following events but not limited to:

i. if you are, in the opinion of the Company involved in any forgery or fraud, disobedience, disorderly behavior, negligence, indiscipline, absenteeism or any other misconduct considered as deterrent to our interest or of violation of one or more terms of the employment or policies.

ii. if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

iii. if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.

g. Company shall also be entitled to recover including but not limited to any cost, expenses, any penalty, interest or damages caused to Company due to any of your acts of omission.

h. You agree that at the time of leaving the employment, you will deliver to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) all Confidential Information as well as all other devices, assets, records, data, notes, reports, proposals, lists, correspondence, specifications, equipment, customer or client lists or information, or any other documents or property belonging to the Company or any of its Affiliates. In the event if you fail to return any properties (as mentioned above), Company reserves the right to withhold all your dues and it may initiate appropriate legal proceedings against you.

"Accepted By"

Akshay Ankush Mhaske
18-06-2023 07:06:51

9. Performance Adherence

Your performance will be evaluated based on the targets / task allotted to you by your reporting Authority on time-to-time basis / periodical basis. Failing to achieve the target can lead to termination on performance ground or other similar grounds with or without notice period or salary in lieu of notice period. However, the decision by management will be final.

10. Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

11. Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

12. Business Continuity

On the occurrence of any events like Acts of God, fire, flood, explosion, earthquake, or other natural forces, war, accident, epidemics, any labor disturbance, action of Statutory Authorities or local or Central Governments, change in Laws (force majeure events) or any other acts which are beyond control of the Company, it (Company) may alter the terms of employment or may take other necessary steps to ensure business continuity of the Company.

13. "My JD" Mobile Application

In "My JD" mobile application (My JD App), you can access Company's documents, policies & procedure, records, all notifications, including but not limited to your letters, leave and attendance and other records which are uploaded / facilitated to you all the time. It is your sole responsibility to go through the documents as uploaded in My JD App as required and keep yourself updated about all the policies & process of the Company and any amendment thereof and abide by the same all the time, in addition to any other applicable policies and processes that you may need to adhere during the term of your employment.

"Accepted By"

Akshay Ankush Mhaske
18-06-2023 07:06:51

14. General

a. You will be eligible for the benefits of the Company's Leave Rules/holiday policy during the employment terms, as updated in JD App from time to time.

b. To ensure that our employees have a good work-life balance, we encourage our employees to utilize their leaves, so that they return to work rejuvenated with a fresh zeal and hence any forms of leave encashments are not applicable. Though un-availed PL can be accumulated as detailed in the Leave policy.

c. Employees are encouraged to discuss their Leaves / Annual Leave planner with their reporting manager at least 15 days in advance before applying in MyJD for mutual and consensus business operations.

d. Please note that individual salary is a confidential matter and not to be discussed with any other employee.

e. You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

f. You clicking on "accept the appointment letter" through the link, confirms that you have read, agreed, acknowledged and accepted all the terms and conditions of employment with Just Dial and that you will abide by all the policies and process laid down by the company from time to time.

Please note-

Acceptance of the appointment letter needs to be done electronically by you & confirms that you have given complete acceptance of the appointment letter & its terms of employment.

In case you have not accepted the appointment letter within 24 hours from the receipt of the link, it will be deemed by the organization as an acceptance of appointment letter & its terms of employment.

After the electronic acceptance of the Appointment letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

Yours sincerely,
For Just Dial Limited

"Accepted By"



Regional Head - Human Resources

Akshay Ankush Mhaske
18-06-2023 07:06:51

Annexure:-

Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Akshay Ankush Mhaske	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-06-2023	
CTC (in INR)	300000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	15010	15010
House Rent Allowance (HRA)	3150	7505
Attire Allowance	0	679
Field Allowance	0	556
Salary (C1)	18160	23750
Statutory Components		
Employer PF Contribution	0	0
Employer ESIC Contribution	590	0
Benefit's(C2)	590	0
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(c3)	0	0
Statutory Bonus	1250	1250
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	20000	25000
Deductions		
Employee PF Contribution	0	0
Employee ESIC Contribution	137	0
Total Deductions (b)	137	0
*Net Take Home (a - b - C2)	19273	25000
Overall CTC	20000	25000

* Net Take Home is subject to Applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

*Accepted By"

M. Mhaske

Regional Head - Human Resources

Akshay Ankush Mhaske
18-06-2023 07:06:51

218MCA - MCA II
22-23.

Dear Shraddha,

Welcome to Edulyt India !!

We are delighted by providing this Offer Letter to you.

Your appointment as an intern will be governed by the terms and conditions marked in Annexure-1.

Congratulations !!

Kindly reply back with your acceptance for the same.

Vishal Yadav – HR

EDULYT India – Education to Employment

Dear Shreya Shirish Ramtirth,

With reference to your application and subsequent interview, we are pleased to inform you that you are offered the position of "Jr. Software Engineer - Backend". Your work location will be Pune.

Your cost to the company will be INR 2,50,000 /-Per Annum (Rupees Two Lakhs Fifty Thousand Only)

The breakup of salary can be found listed below:

COMPONENTS OF SALARY	REFERENCE	VALUE (IN RS)
FIXED ANNUAL PACKAGE		
Basic		1,00,000
HRA		40,000
Flexible Benefit Plan		88,400
Sub-Total	A	2,28,400
Retirement Benefits		
Employer's Contribution to Provident Fund	B	21,600
Cost To Company		2,50,000

We would like to formally welcome you to Techademy family and wish you all the best. Your Date of joining will be 27th April 2023.

Sincerely,

For Techademy Learning Solutions (P) Ltd.


Ranjit Nair
Director HR

Signature _____

(Shreya Shirish Ramtirth)

Annexure 1

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1,80,000	15,000
Hra	9,000	750
Special Allowance	1,67,181	13,931
Stat Bonus	12,719	1,060
Employer's PF Contribution	21,800	1,800
Effective Annual Or Monthly Salary	3,90,500	32,542
Total Fixed Compensation	3,90,500	32,542
Medical Reimbursement	9,500	792
Total Annual Or Monthly Ctc	4,00,000	33,333

* Deductions will be made as per the statutory laws, as applicable.

** Premium paid by Edelweiss for Group Mediclaim Policy for employee and dependents (spouse, parents and maximum 2 children up to the age of 25 years or till completion of full-time education whichever is earlier)

Assured Bonus

Further, an assured bonus amount of INR 50000 will be paid to you as per the below grid, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date. This amount will be fully recoverable from you in case of discontinuation of your services before the completion of 1 year from the date of joining

Assured Bonus Amount (INR)	Scheduled Payment
INR 50000	Appraisal Cycle/1/FY24

2109CAR
MBA/JI 10/23

11

STRICTLY PRIVATE & CONFIDENTIAL

27-04-2023

Snehal Kulkarni

Pune

APPOINTMENT LETTER

We are pleased to appoint you as Associate in the role of **Management trainee** commencing not later than **03-05-2023** with **Zuno General Insurance Limited** ("the Company") on the following terms and conditions:

Compensation and Benefits: You will receive compensation as outlined in **Annexure 1**. Income Tax or any other statutory deductions will be made at source, as per the applicable tax laws. Your performance will be reviewed annually. You will also be eligible to participate in the Company's discretionary performance based Bonus Scheme / Performance Linked Incentives as applicable subject to your being in the Company's employment and not under notice to leave the Company on the bonus payment date.

Workplace: You are appointed to work in the Company office at **Pune**. However, your services may be transferred by the Company to any other location or division or you may be transferred to any other group entity, in India or abroad, as per the requirement of the Company.

Leave & Other Benefits: You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

Probation/Confirmation: You will be on probation for a period of 6 months from date of joining. During this period your performance will be reviewed periodically and if required necessary instructions / advise / support / feedback will be provided to you. At the end of this period the company will assess your performance and suitability and decide to confirm your employment or extend your probation. This extension will be at the discretion of the company and if the company so deems necessary. Your probation may be extended twice for a period of three months each only. At the end of the probation period or extension of probation period you will be deemed confirmed if you have not received a letter intimating you of extension of probation or dismissal as the case may be.

Notice for Separation / Termination: Either party, by stating their intention to do so, in writing may terminate this employment, at any time, provided that at least **30 days'** notice or salary in lieu thereof is given in case of an employee under probation period, post confirmation, the employee needs to provide **90 days'** notice or salary in lieu thereof. Waiver of notice period days is completely at the discretion of the Company.

However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches of any of the terms and conditions herein, including the conditions under Professional Ethics, and Confidentiality clause, the Company reserves its right to immediate termination of your services at any given point of time, without any compensation or notice. This right is in addition to any other rights and remedy the company may have against you in law.

Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related Information (which you may possess by reason of your association with the Company) outside the Company.

It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, diskette, or machine readable form including but not limited to all non-public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non-public financial information, customer base, manuals, designs, procedures, formulae, discoveries, inventions, improvements, concepts, ideas, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly,

- Induce or attempt to induce any employee of the Company to quit employment with the Company;
- Solicit or entice any employee of the Company;
- Otherwise interfere with or disrupt Company's relationship with its employees;

- Keep confidential and not disclose to any unauthorized persons all Company information, business and financial interests, Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out, technical capability and commercial intelligence disclosed to you and/ or acquired by you in the course of your employment, and
- Not employ, use and/ or engage the confidential information acquired during your employment with the Company to any other company, entity, organization or their associates/affiliates, who are in competition with Edelweiss and its associates/affiliates.

Misconduct

Misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice.

Examples of misconduct include but are not limited to:

1. Non Compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
2. Theft, misappropriation or willful destruction of Company property;
3. Refusal or failure to comply with a reasonable instruction given by your supervisor;
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior;
5. A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
6. Sexual Harassment or intimidation of employees;
7. Behavior which is either physically or verbally threatening or degrading to others;
8. Violation of Code of Conduct and Business Ethics.

Cooling Period: In case of you resign from the services of the company or your services were to be terminated by the Company at any time in future, the Company, at its sole discretion, shall have a right to offer you a cooling period entitlement upon such terms and conditions, and for such period as the company may deem fit, for a maximum period of 90 days. In the event that the company was to decide to offer cooling period entitlement to you then during such cooling period you shall not undertake to join any firm nor shall commence any business of competing nature with that of the company. Further it is agreed by you that in the event that such cooling period entitlement were to be offered to you, you will be required to complete the additional formalities and to execute such documents as may be then communicated to you by the company.

Amendments: The Company reserves the right to change these terms and conditions at any time without giving prior notice. In the event any changes are made, the revised terms and conditions shall be communicated to you appropriately.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction High Court of Bombay only.

Electronic Signature: You acknowledge and agree that this appointment letter (the "Appointment Letter") is being executed electronically and that is enforceable.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (put initials on each page including Annexure - I) as a token of your having accepted the above terms and conditions.

7115
Yours faithfully

For Zuno General Insurance Limited

Accepted:



Melvin Gladstone
Human Resources

Signature & Date

Annexure 1

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1,80,000	15,000
Hra	9,000	750
Special Allowance	1,67,181	13,931
Stat Bonus	12,719	1,060
Employer's PF Contribution	21,000	1,000
Effective Annual Or Monthly Salary	3,90,500	32,542
Total Fixed Compensation	3,90,500	32,542
Medical Reimbursement	0,500	192
Total Annual Or Monthly Ctc	4,00,000	33,333

* Deductions will be made as per the statutory laws, as applicable

** Premium paid by Edelweiss for Group Mediclaim Policy for employee and dependents [spouse, parents and maximum 2 children up to the age limit of 25 years or till completion of full-time education whichever is earlier]

Assured Bonus

Further, an assured bonus amount of **INR 50000** will be paid to you as per the below grid, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date. This amount will be fully recoverable from you in case of discontinuation of your services before the completion of 1 year from the date of joining

Assured Bonus Amount (INR)	Scheduled Payment
INR 50000	Appraisal Cycle/1/FY24

64
Think Que . .

Date: -10th April, 2023

LETTER OF INTENT TO OFFER

21BACAR.
MBA II 22/23.

Dear Pratima Patekar,

Consequent to your interview with Think Que, we are pleased to inform that you have been shortlisted as **Business Development Executive** and will be joining us on 10/04/23. Your contribution is imperative to assure our sustained success and growth.

Your gross Monthly remuneration (CTC) will be **Rs.33000 / (Rupees Thirty Three Thousand only)** with below mentioned details for your reference. You are appointed to work from **Pune Office**.

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure A within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on the submission of all documents mentioned in Annexure B.

Again, Welcome! We hope that your career here will be a gratifying one.

Best regards,

Abhijeet Gaikwad

Business Head

Registered Office: -SN.51, Plot No.4, Dhanori Road, Maharana Pratap Chowk, Bhairav Nagar, Dhanori, Pune, Maharashtra, India - 411015
Corporate Office: - Spring Board, Sky Loft, Creativity Mall, Opposite Golf course, Shastrinagar, Yerawada, Pune, Maharashtra, India - 411016

Contact Number: - +91 9494940822, Email: - thinkque@pune.com
Think Que Consulting Private limited (CIN: U80300PN2019PTC187046)

Think Que . . .

Annexure A

Sub: - Joining formalities

As a part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

1. Signed copy of your letter of offer.
2. Copy of birth certificate/ copy of proof of date of birth.
3. Copies of all qualification certificates and mark sheets from 5.5.C onwards.
4. Copy of Highest Qualification Provisional Certificate & Degree Certificate.
5. For Photo identity, Kindly Furnish any one of the following documents:-
 - a. Copy of your passport
 - b. Copy of valid driving licence
 - c. Copy of voter ID card
 - d. Copy of Adhar Card
6. Copy of PAN card
7. Copy of Reliving letter from last employer.
8. Copy of 2 last month's pay slip / Bank Statement
9. Copy of your Resume.
10. Copy of appointment letter from your last employer.
11. Passport Size Photographs.

Registered Office: -SN.51, Plot No.4, Dhanori Road, Maharana Pratap Chowk, Bhairav Nagar, Dhanori, Pune, Maharashtra, India - 411015.

Corporate Office: - Spring Board, Sky Loft, Creaticity Mall, Opposite Golf course, Shastrinagar, Yerawada, Pune, Maharashtra, India - 411016

Contact Number: - +91 9494940822, **Email:** - hr@thinkque.com
Think Que Consulting Private limited (CIN: UB0300PN2019PTC187046)

Contact

www.linkedin.com/in/chetana-pingale-a0a25b285/ (LinkedIn)

Top Skills

Sales and Marketing
Presentations
Sales Presentations

Chetana Pingale

Attended Zeal College of Engineering & Research, Pune
Pune, Maharashtra, India

Experience

ScoutUni Education Pvt. Ltd.
Business Development Executive
October 2023 - Present (5 months)
Pune, Maharashtra, India

21BACAR
MBA '22
22/23

Education

Zeal College of Engineering & Research, Pune
Master of Business Administration - MBA, Marketing - (2021)

ZIBACAR

18

MBA 2

22/23

STRICTLY PRIVATE & CONFIDENTIAL

27-04-2023

SAGAR GANESH CHAVAN

Pune

APPOINTMENT LETTER

We are pleased to appoint you as Associate in the role of Relationship Manager commencing not later than 03-05-2023 with Zuno General Insurance Limited ("the Company") on the following terms and conditions:

Compensation and Benefits: You will receive compensation as outlined in Annexure I. Income Tax or any other statutory deductions will be made at source, as per the applicable tax laws. Your performance will be reviewed annually. You will also be eligible to participate in the Company's discretionary performance based Bonus Scheme / Performance Linked Incentives as applicable subject to your being in the Company's employment and not under notice to leave the Company on the bonus payment date.

Workplace: You are appointed to work in the Company office at Pune. However, your services may be transferred by the Company to any other location or division or you may be transferred to any other group entity, in India or abroad, as per the requirement of the Company.

Leave & Other Benefits: You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

Probation/Confirmation: You will be on probation for a period of 6 months from date of joining. During this period your performance will be reviewed periodically and if required necessary instructions / advise / support / feedback will be provided to you. At the end of this period the company will assess your performance and suitability and decide to confirm your employment or extend your probation. This extension will be at the discretion of the company and if the company so deems necessary. Your probation may be extended twice for a period of three months each only. At the end of the probation period or extension of probation period you will be deemed confirmed if you have not received a letter intimating you of extension of probation or dismissal as the case may be.

Notice for Separation / Termination: Either party, by stating their intention to do so, in writing may terminate this employment, at any time, provided that at least **30 days'** notice or salary in lieu thereof is given in case of an employee under probation period, post confirmation, the employee needs to provide **90 days'** notice or salary in lieu hereof. Waiver of notice period days is completely at the discretion of the Company.

However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches of any of the terms and conditions herein, including the conditions under Professional Ethics, and Confidentiality clause, the Company reserves its right to immediate termination of your services at any given point of time, without any compensation or notice. This right is in addition to any other rights and remedy the company may have against you in law.

Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related Information (which you may possess by reason of your association with the Company) outside the Company.

It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, electronic, or machine readable form including but not limited to all non-public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non-public financial information, customer base, manuals, designs, procedures, formulae, discoveries, inventions, improvements, concepts, ideas, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly:

- Induce or attempt to induce any employee of the Company to quit employment with the Company;
- Solicit or entice any employee of the Company;
- Otherwise interfere with or disrupt Company's relationship with its employees;



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Paral (West), Mumbai - 400 075, Maharashtra, India.
• Phone: +91-22-2982 8999 • Fax: 022-2495 2956
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLD174201



Date : 12-Jun-2023

MR. SAURABH RATAN KHARAT
FLAT NO-101, JAGTAP COMPLEX,
SHEWAL WADI PHATA TAKALE NAGAR,
PUNE CITY / PUNE 411028
MAHARASHTRA
M:8380968030

ZIBACAR
14BA2
22/23

Dear MR. SAURABH RATAN KHARAT,

Subject: Offer cum Appointment letter for the post of MARKETING EXECUTIVE

On behalf of the Management, I take great pleasure in offering you appointment as **MARKETING EXECUTIVE** in grade **ME** in our **BERGEN NOVA** Division.

The terms and conditions of the employment are as per **ANNEXURE - I**.

Your posting will be presently at **PUNE**.

Your Basic Salary will be **Rs. 4,40,000/- per annum (Rupees Four Lakh Forty Thousand Only)**. In addition to this you will be entitled to benefits as indicated in **ANNEXURE II**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application form are correct and complete in all respect.

Your tentative date of joining will be **31-July-2023**. In case you do not join on or before this date, the offer cum appointment letter shall stand cancelled. Should there be any change in date of joining, please keep us informed in advance.

We welcome you to the Alkem family and look forward to your significant personal and professional growth during your association with us.

With Best Wishes,

For Alkem Laboratories Limited

SOMA CHAKRABORTY
MANAGER



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3992 9099 • Fax: 022-2495 2956
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174261



ANNEXURE – I

1. LIST OF DOCUMENTS :

Please bring the originals and a copy of the following documents at the time of your joining. These documents are mandatory for activation of joining process

- a. Educational Qualifications
(Provisional or final certificates of S.S.C, H.S.C, Graduation, Post-Graduation etc till date)
- b. Proof of Date of Birth
(Certificate obtained from SSC / Aadhaar with date of birth mentioned)
- c. Permanent Account Number (PAN Card)
- d. Aadhaar Card
- e. Offer Letter, Relieving letter and Salary Slips (last 3 months) of previous employer.
- f. Cancelled Cheque of your saving's account.
- g. One Latest Passport size photograph of yourself in white background.

2. PROBATION / CONFIRMATION:

You will initially be on probation for period of six months from date of joining the Company, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the company or by you without assigning any reason whatsoever. On completion of probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

3. TRANSFER:

Divisions / SBUs / Subsidiary Companies / Associated Companies / Affiliated Companies etc, which are in existence or which may be set up in future, will be automatically governed by the terms & conditions, to which you are transferred.

4. CESSATION OF EMPLOYMENT:

On the basis of documents / certificates submitted by you, your date of birth is recorded as **09-Jan-1999**

- a. As per the policy of the company the age of superannuation is on completion of 58 years
- b. On satisfactory completion of the probation period and / or after you have received your confirmation in writing except for the reason mentioned in this appointment letter, your services can be terminated by the company at any time or you can choose to leave the company by giving 1 MONTH notice in writing or Basic salary in lieu of notice at the discretion of the management.
- c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence.



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3682 8999 • Fax: 022-2495 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L03305MH1973PLC174201



d. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency.

5. GENERAL:

- a. You will not engage yourself in any other business, occupation, employment, part time or otherwise, while in the company's services.
- b. You will be entitled to privilege leave, sick leave and casual leave as per company's rule.
- c. You are expected to maintain strict secrecy regarding the business affairs of the company and are responsible for the safe custody of the company's property lying with you which you are expected to return to us in the event of cessation of employer employee relationship for any reason whatsoever.
- d. You are liable to use the E-detailer in the Form of TABLET for promoting the company's product in the Doctor's chambers along with the accessories. You are expected to carry out the detailing through the same device and also need to maintain the complete confidentiality and secrecy which has been incorporated in the TABLET and you will be sole custodian for the same. You are also liable to handover the TABLET along with the accessories on your last field working day in the event of cessation of employment of whatsoever reason to your immediate Reporting manager &/or the person nominated by him &/or Depot Manager nearest to your HQ. If you fail to do so, Management reserve the rights to recover the appropriate amounts as deemed fit based on the valuations and usage.
- e. You will be governed by the rules & regulations of the company as applicable to you currently and as may be varied by the company from time to time, including but not limited to the services rules, which is an integral part of your letter of offer cum appointment, a copy of which is enclosed herewith.
- f. You are required to keep us informed of any changes in your personal details (residential address, marital status, educational qualifications, dependant details etc.) or in your civil status.
- g. You are also liable to return reimbursements if any form done like joining bonus, relocation expenses, notice period of previous employer or any other reimbursements subject to conditions discussed during the time of joining if you resign from service of the company prior to first anniversary of employment.
- h. In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the jurisdiction of the relevant courts of law at the headquarters of the company viz. Mumbai.
- i. Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with anyone.
- j. Collection of Adverse Drugs Reaction (ADR) incidences including lack of efficacy related to 'Alkem Lab's' any drug product/medicinal product, in company specified format up to the maximum possible level of completeness and forwarding the same to the company's assigned person(s) in your PV-system by putting their signature / date even in absence of the doctor's signature for any reasons. The Preliminary report should reach to PV-head within 24-hrs. and if required, the Final Report shall be submitted within 7-working days.

NOTE : ON THE DATE OF JOINING YOU ARE REQUESTED TO REPORT AT THE FOLLOWING ADDRESS

**ALKEM LABORATORIES LIMITED
ALKEM LEARNING ACADEMY - LONAVALA
REPORTING TIME : 09:00AM**



ALKEM LABORATORIES LTD.

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3862 9999 • Fax: 022-2485 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201



ANNEXURE - II

Salary	Monthly Amount	Yearly Amount
Basic	12,568	1,50,816
HRA	1,885	22,620
Vehicle Maintenance Allowance	150	1,800
KIT Allowance	50	600
Metro Allowance*	1,200	14,400
LTA	100	1,200
Special Allowance	316	3,791
Total (A)	16,269	1,95,227
Benefits		
Provident Fund**	1,726	20,713
Bonus***	1,400	16,800
Gratuity****	605	7,260
Total (B)	3,731	44,773
Total (A+B)	20,000	2,40,000

*Payable monthly through Payroll

**Company Contribution as per EPF & MP Act

***Payable annually as per Payment of Bonus Act

****Payable as per Payment of Gratuity Act

Note : Above payments are subject to Income Tax, as applicable

In addition to the above you will be covered under the following schemes as per company policy :

You are eligible for sales incentives as per the company policy.

Daily Allowances :	Per Day (Rs.)
Daily Head Quarter Allowances :	245
Daily Ex-Head Quarter Allowances :	270
Outstation Allowances :	550

a) MEDICLAIM : HOSPITALISATION COVERAGE : The policy covers self, spouse and two children subject to the over all limit of Rs 1.25 Lac per annum

b) Accident Insurance Benefit incase of disablement upto Rs 4.00 Lacs and incase of Death Benefit to Rs. 16.00 Lacs.

c) Life Insurance Benefit of Rs 3.00 Lacs. incase of natural death.

Offer Letter/Offer of Employment

ZIBACAR
MBA-2
22/23May 13th, 2021

To,

Ms. Shrutika Vijay Bhalerao,

W/O Vijay Bhalerao, flat no. 22,
D Building, Jay Raj Residency,
Near seva hospital,
Priyadarshine nagar, Pune city,
Aundh camp, MH - 411027

Contact No.: 8421041821

Dear Shrutika,

We welcome you to our pursuit of excellence and we feel proud to have a professional of your stature as a member of the Nityo family and wish you a long, rewarding and satisfying career with us.

On behalf of Nityo Infotech Services Pvt. Ltd. hereinafter referred to as 'the Company', we are pleased to extend an offer for the position of 'Recruitment Executive' in our organization with following mentioned details:

- You would join us on or before "May 20th, 2021" or else this offer would be null and void.
- You will be deployed at client site and your job location would be at "Pune".
- Your gross compensation per annum is "Rs. 235,068.00/-"

Your compensation details along with other policies are listed in the Annexure A on the last page.

- You will also be governed by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter. For clarification, if any regarding these instructions/rules/policies please get in touch with HR Department.



65

ZIBACAR MSHA-2
22/23

08-Nov-2022

Krishna Shrimant Bagal

Flat No 8 A 1 Building Behind D Mart Ram Nagari

Society Ambegaon BK Pune Maharashtra 411046

India

Letter of offer

Dear Krishna,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as Sr. Associate - Ops in WNS Global Services Pvt. Ltd., based at our Pune-Phursungi office. The key components of your offer are as detailed below :-

Career band: Your career band would be Professional

Role band: You would be placed in role band A.

Title: The title that you would be using both internally and externally would be Sr. Associate - Ops.

Compensation: Your Total Gross Pay will be INR 3,07,264 (Indian Rupees Three Lakh, Eighty Seven Thousand, Two Hundred And Sixty Four Only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by 28-Feb-2023.

Place of work: Your place of work will be Pune-Phursungi. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd,

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSign by
Krishna Shrimant Bagal
C24107D4E014EC

Accepted and Agreed

Krishna Shrimant Bagal
Candidate's Name & Signature

Plant No. 10, Godrej & Boyce Complex, Pirajshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | CIN: U72200MH1996PTC100196



1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able to meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by
Krishna Shrimant Bagal
COM-107446196

Accepted and Agreed

Krishna Shrimant Bagal
Candidate's Name & Signature



- discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
 - k. You will automatically retire from the services of the Company on completing the age of 58 years.
 - l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:
Krishna Shrimant Bagal
CONFIDENTIAL

Accepted and Agreed

Krishna Shrimant Bagal
Candidate's Name & Signature

Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | CIN: U72200MH1996PTC100196



Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply: (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID: Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy. The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by
Krishna Shrimant Bagal
1607200MH1996PTC100196

Accepted and Agreed

Krishna Shrimant Bagal
Candidate's Name & Signature

, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | CIN: U72200MH1996PTC100196



NOTE:

- The same document may be used as proof for more than one of the above requirements.
 - Original copies to be brought along with copies for the purpose of verification.
2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume,
2. Marriage Certificate (if applicable),
3. Self declaration Medical Fitness form,
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

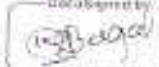
Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group,
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:

004107046E345C

Accepted and Agreed

Krishna Shrimant Bagal
Candidate's Name & Signature

Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | CIN: U72200MH1996PTC100196