



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



5.2.1

Percentage of Placement of
Outgoing Students and Students
Progressing to Higher Education
During the
Year 2019-20

eSign

Signed by: Shubhangee
Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:10
PM)



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Sr. No.	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	Marathe Sumukh Arvind	MM'S IMERT	2020	Securview Systems Pvt Ltd- 2067365800	1300000
2	Palkar Vaishnavi Sachin	MM'S IMERT	2020	Dassault Systemes Solutions Lab- 2067936600	752068
3	Dhamdhare Gaurav Vijay	MM'S IMERT	2020	Upverse solution Pvt Ltd- 7410094757	600000
4	Chikhlonde Hupendra Nandkishor	MM'S IMERT	2020	Ingenio Technologies Pvt Ltd- 7276004262	518000
5	Dhanwad Rahul Laxman	MM'S IMERT	2020	Pinclick Property Management Pvt Ltd- 08047- 193000	516000
6	Joshi Anurag Mukund	MM'S IMERT	2020	Byju's Pvt Ltd-924 133 3666, 6395092936	500000
7	Kadam Akshay Arvind	MM'S IMERT	2020	Relation Group-072766 09277	470000
8	Pawale Swapnil Suresh	MM'S IMERT	2020	Maersk Global Services Centers Pvt Ltd-1-800-321- 8807	468000
9	Ghadge Swapnesh Sushil	MM'S IMERT	2020	Varroc Engineering Ltd- 2406653600	460260
10	Mule Sameer Sudheer	MM'S IMERT	2020	Affinity X Pvt Ltd-084793 03200	450000
11	Dadas Komal Balkrishna	MM'S IMERT	2020	CASPR Pvt Ltd-(844) 717- 8819	400000
12	Ramteke Ketan Prakash	MM'S IMERT	2020	Chawla Publications Pvt Ltd- 9878777111	400000
13	Gite Shubham Sandip	MM'S IMERT	2020	Relation Property Services Pvt Ltd- 7942680377	384000
14	Danane Kunal Kantilal	MM'S IMERT	2020	ZDSB Support Pvt Ltd- 2041499315	372000
15	Kolpyakwar Nikhil Vinodrao	MM'S IMERT	2020	K12 Techno Services Pvt Ltd- 8108382094	360000
16	Rane Satyajeet Sushilkumar	MM'S IMERT	2020	Nielsen Pvt Ltd-1-800-237- 6493	360000
17	Galpalli Ruchi Shrinivas	MM'S IMERT	2020	Pamac Finserv Pvt Ltd- 2224192200	350013
18	Panpaliya Sharvari Vinodkumar	MM'S IMERT	2020	Johnson Controls (India) Pvt. Ltd- 2066067100	350000
19	Khatale Sayalee Tukaram	MM'S IMERT	2020	Sokrati Technologies Pvt Ltd- 2066250000	343942
20	Sharma Amit Brij Kishore	MM'S IMERT	2020	Prgxindia Pvt Ltd- 8045000000	320000
21	Sharma Yashika Satish	MM'S IMERT	2020	Mphasis Digital Risk Limited-(212) 686 6655	300000
22	Singasane Shubham Sudesh	MM'S IMERT	2020	Northern Trust Services Pvt Ltd- 2048538200	300000
23	Ingle Maitreyee Kashinath	MM'S IMERT	2020	White Hat Jr Pvt Ltd- 7020424632	300000

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24	Chavan Krishna Waman	MM'S IMERT	2020	WNS Global Services Pvt Ltd- 2240952100	293325
25	Gulhane Vivek Vilasrao	MM'S IMERT	2020	Gallagher Services Center Llp- 2066251700	286558
26	Dongare Ashish Gopal	MM'S IMERT	2020	BNY International Operations (India) Private Limited- 2066217601	280000
27	Kale Nagesh Mallesh	MM'S IMERT	2020	The ICFAI -8417236661	276000
28	Kanholkar Tejashree Satish	MM'S IMERT	2020	Northern Trust Services Pvt Ltd - 8040178500	265198
29	Ghumare Prajkta Raosaheb	MM'S IMERT	2020	Neptune Consultants Llp- 2041463900	264000
30	Dhamal Akanksha Pramod	MM'S IMERT	2020	BNY International Operations (India) Private Limited- 2030443000	260000
31	Gidwani Chetan Naresh	MM'S IMERT	2020	BNY International Operations (India) Private Limited- 2030443000	260000
32	Deshmukh Aishwarya Anirudha	MM'S IMERT	2020	BNY International Operations (India) Private Limited- 2030443000	260000
33	Waikar Snehal Dnyaneshwar	MM'S IMERT	2020	BNY International Operations (India) Private Limited-(800) 880-5631	260000
34	Kulkarni Saurabh Santoshrao	MM'S IMERT	2020	Axis Bank Limited-1800 103 5577	254532
35	Dugane Ajinkya Ramesh	MM'S IMERT	2020	Axis Bank Limited-1800 103 5577	254532
36	Wale Akshata Shivkumar	MM'S IMERT	2020	Relation Realtek Pvt Ltd- 072766 09277	240000
37	Lokhande Dhanashri Ravindra	MM'S IMERT	2020	White Snow Software Pvt Ltd- 7038600600	240000
38	Khaladkar Pooja Rajendra	MM'S IMERT	2020	Statestreet Syntel Ser Pvt Ltd- 2030615000, 40701000	237000
39	Deshmukh Aditya Anilrao	MM'S IMERT	2020	Inspacco Pvt Ltd-093705 19120	228000
40	Kamble Anurag Deepak	MM'S IMERT	2020	Viram Labs Pvt Ltd- 8668514452	224508
41	Pendse Swarali Mukund	MM'S IMERT	2020	eClerx Services Limited- 2266148301	224061
42	Mali Vishwajit Vijay	MM'S IMERT	2020	Teamlease Services Ltd- 8033002345	205992
43	Jaiswal Kartik Nandkishor	MM'S IMERT	2020	Infosys Limited-95915 07277	203000
44	Mahajan Shubham Ramdas	MM'S IMERT	2020	Futurz Staffing Solutions Pvt Ltd.- 8108183725	200000
45	Dalavi Mahesh Kailas	MM'S IMERT	2020	Excilion Trading And Services Pvt Ltd- 7020424632	200000
46	Chounde Shriniwas Subhash	MM'S IMERT	2020	Delybites Foods- 7249825159	192000
47	Bakshi Saloni Rushikesh	MM'S IMERT	2020	Infosys Limited-95915 07277	191000

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48	Shinde Nilesh Biraji	MM'S IMERT	2020	Quess Corporation Ltd- 1800-572-3333	183912
49	Jadhav Sujata Angad	MM'S IMERT	2020	Infosys Limited-080-2852 2405	180000
50	Dhokar Rohit Chandrashekhar	MM'S IMERT	2020	Relation Realtek Pvt Ltd- 072766 09277	180000
51	Morale Kiran Sonrao	MM'S IMERT	2020	Talentxpert Services Pvt Ltd- 9837744730	180000
52	Bohra Manali Mahipal	MM'S IMERT	2020	Tsl Consulting Pvt Ltd- 2066247168	180000
53	Holikar Akshata Ashok	MM'S IMERT	2020	Relation Realtek Pvt Ltd- 072766 09277	180000
54	Pawar Devesh Shankar	MM'S IMERT	2020	HDB Finance services Ltd.- 2279455000	177788
55	Choudhary Akshay Dasharath	MM'S IMERT	2020	Slk Global Solutions Pvt Ltd- 2040118500	176000
56	Bhure Priyanka Shankar	MM'S IMERT	2020	HDB Finance services Ltd.- 2279455000	168739
57	Khadsare Kshitija Anil	MM'S IMERT	2020	Genius Consultants Ltd- 6607580102	168000
58	Pande Shraddha Mahesh	MM'S IMERT	2020	Mad Panda Media Pvt Ltd- 097656 00091	156000
59	Gaikwad Kanak Rajesh	MM'S IMERT	2020	Vnv Food- Lavania Enterprises Pvt Ltd- 8530225333	156000
60	Vaidya Poorva Narendra	MM'S IMERT	2020	Iso Metrics India Pvt Ltd- 7350677771	156000
61	Jadhav Tejal Yuvraj	MM'S IMERT	2020	Vyom Labs Pvt Ltd- 2067285000	150000
62	Jagtap Ashwini Chandrakant	MM'S IMERT	2020	Vyom Labs Pvt Ltd- 2067285000	150000
63	Gulve Nitesh Shriram	MM'S IMERT	2020	Nuevo Gadgets Pvt Ltd- 8080808964	144000
64	Bengude Siddhi Anil	MM'S IMERT	2020	Lupin Ltd-2066749100	120000
65	Chowdhury Amrapali Nandan	MM'S IMERT	2020	Autoone Eng. Services Pvt Ltd- 2067173700	90002
66	Kangude Prajakta Popat	MM'S IMERT	2020	Accurate Engineering Co.Pvt Ltd- 8037403781	Salary Not Mentioned In Offer Letter
67	Chavan Yadni Pramod	MM'S IMERT	2020	Bitwise Solutions Pvt Ltd- 2040102000	Salary Not Mentioned In Offer Letter
68	Yadav Akanksha	MM'S IMERT	2020	Evoke Hr Solutions Pvt.Ltd- 7961555900	Salary Not Mentioned In Offer Letter
69	Ukey Harshada Shekhar	MM'S IMERT	2020	HDB Finance services Ltd.- 2279455000	Salary Not Mentioned In Offer Letter

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70	Bhansali Anuja Ishwarprasad	MM'S IMERT	2020	O2 Saver Real Saver Pvt Ltd-72008 96645	Salary Not Mentioned In Offer Letter
71	Shinde Deepak Shivaji	MM'S IMERT	2020	Nest Seekers Property Management Llp- 9970549996, 9145136336	Salary Not Mentioned In Offer Letter
72	Andekar Mayuri Shreeram	MM'S IMERT	2020	HDB Finance services Ltd- 2279455000	Salary Not Mentioned In Offer Letter
73	Bhise Devaki Hemant	MM'S IMERT	2020	Kaveri College Of Arts Commerce And Science-020 2545 6328	Salary Not Mentioned In Offer Letter
74	Kumbhar Swapnil Pandit	MM'S IMERT	2020	Propstone Realtors- 9724509874	Entrepreneur
75	Vishwakarma Vicky Hanumant	MM'S IMERT	2020	Vishwakarma And Associates-022 49433847	Entrepreneur
76	Panchmukh Abhishek Prakash	MM'S IMERT	2020	Prakash Enterprises- 9372599099	Entrepreneur
77	Mane Pranay Ashok	MM'S IMERT	2020	Modernvio Digital Solutions-090961 92603	Entrepreneur
78	Gadhawe Pratiksha Balasaheb	MM'S IMERT	2020	Pratiksha Automobiles- 091681 35855	Entrepreneur
79	Gadekar Saurabh Jagannath	MM'S IMERT	2020	Mahalaxmi Traders- 9545488871	Entrepreneur
80	Admane Swapnil Kishor	MM'S IMERT	2020	Ska Interior Designs- 9604612994	Entrepreneur

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Sr. No.	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
81	Hatawate Sachin Eknath	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
82	Rebari Pravin Faglusingh	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
83	Kad Madhu Suresh	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
84	Roundhal Akshay Pandurang	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
85	Ghogare Adesh Sudhir	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
86	Solanki Mohit Ashok	MM'S IMERT	2020	MM'S IMERT	Additional Specialization
87	Mapara Nidhi Rajendra	MM'S IMERT	2020	MM'S IMERT	Additional Specialization

Prepared By : Mr. Dyaneshwar Unawane

Reviewed By : Dr. Vinod Mohite

Approved By- Director Incharge : Dr. Shubhangee Ramaswamy

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Signed by: Shubhangee
Ramaswamy
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Location: Pune, India
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June 04, 2021

STRICTLY PRIVATE & CONFIDENTIAL

Mr.Sumukh Marathe

F2 No-B306, Kamalraj,
Pasaydan, Sr no.85/1/2
Parande Nagar, Opposite
Sumanship Phase 1, Dighi
Pune-411015

Employment Offer Letter

'Greetings!'

We take great opportunity in inviting you to be an integral part of SecurView!

We are pleased to offer you full-time employment with 'SecurView Systems Pvt. Ltd.' India, as '**Network Security Administrator**'.

Commencement

You will report to 'Senior Manager – Security Operations Centre', SecurView Systems Pvt. Ltd. Your employment will commence on or before, August 04, 2021. You will report at 10.00 a.m. at SecurView Systems Pvt. Ltd., India, Pune office.

This offer document is valid till August 04, 2021.

Company reserves the rights to cancel or hold this offer letter without giving any notice or any reason.

Compensation and Bonus Components

You will be eligible to receive the following:

- 1) Your annual cost to the company (CTC) is **Rs. 13,00,000/-** per annum (**Rupees Thirteen Lakh Only**) and will be subject to statutory deductions, Income tax and Profession tax as applicable.
- 2) Your appraisal will be as per Company Policy.
- 3) The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.
- 4) Your base location will be Pune.

List of documents that need to be submitted at the time of joining, to complete you on boarding process:

- All academic / professional certificates / mark lists
- Relieving letter or resignation acceptance letter from your last two employers.
- Salary certificates or last three months drawn salary slip from last employer.



Ms. Vaishnavi PALKAR
Pune

Contact No: 9673197906
PAN No: DEEPP6943G

Dear Vaishnavi,

Subject: Employment Letter

We ("the Company") are pleased to offer you the position **People Admin Specialist (CLG 100)** subject to the following:

- (1) This is only a provisional offer and is made on the basis of Company's current business requirements. In the event of any change in Company's business requirements, the Company, in its sole discretion, may withdraw/cancel this offer.
- (2) This offer is subject to your successful completion of **MBA** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **MBA** program this offer shall automatically stand withdrawn.
- (3) You are required to join the Company from **31-Oct-22**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
- (4) Upon joining, Company will invest considerable amount of time and money to provide extensive specialized technical, professional and other trainings and experience in certain software applications and methodologies, including trade secrets and the Company's proprietary information to you in order to make you a productive employee. In order to protect Company's investment in such specialized extensive training and experience, you will be required to execute an undertaking on the date of joining, a format of which is enclosed herewith as Annexure C.
- (5) This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
- (6) You will initially be based at the Company's office at **Dassault Systemes Solutions Lab Private Limited (Formerly known as 3D PLM Software Solutions Pvt. Ltd.) Agra Fort Bldg, Plot No. 15/B, Rajiv Gandhi InfoTech Park, MIDC Phase 1 Hinjewadi Pune 411 057** unless communicated otherwise by the Company prior to your joining.
- (7) Upon joining, your compensation will be as described in Annexure A



- (8) Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
- (9) You shall keep the contents of this offer and any Annexure hereto confidential.
- (10) This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09:30 AM** on the date of joining mentioned above. Please ask for **Neha Borhade** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address:

Dassault Systemes Solutions Lab Private Limited
Plot No. 4, Pune InfoTech Park, MIDC Hinjewadi
Pune - 411057
Tel: 91-20-4028 6000

We understand that you may have queries during your joining period. We would encourage you to contact **Rajesh POOJARY** (on Email ID: Rajesh.POOJARY@3ds.com/ Tel: 9860663017).

We welcome you into the Dassault Systemes family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Dassault Systemes Solutions Lab Private Limited**,

Shirish Bavdekar
Head – Talent Acquisition

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is _____.

Name: _____

Date: _____

Signature: _____



ANNEXURE A

Name: Ms. Vaishnavi PALKAR
Designation: People Admin Specialist
CLG: 100
Location: Pune

Compensation Components:

A. Basic Salary	Monthly	Annually
Basic	23,333	280,000
Sub Total A	23,333	280,000
B. Allowances		
House Rent Allowance	11,667	140,000
Flexible Benefits	16,817	201,800
Statutory Bonus	3,600	43,200
Superannuation Contribution	-	-
Sub Total B	32,084	385,000
Total (A+B)	55,417	665,000
C. Variable Compensation		
Variable Pay	2,917	35,000
Sub Total C	2,917	35,000
On Target Earning -OTE (A+B+C)	58,333	700,000
D. Benefits		
PF Contribution	2,800	33,600
Gratuity (As Per Act)	1,122	13,468
Medical & Personal Accident Insurance	417	5,000
Sub Total D	4,339	52,068
CTC (A+B+C+D)	62,672	752,068

For Dassault Systemes Solutions Lab Private Limited,

Shirish Bavdekar
Head – Talent Acquisition



Note:

- Annual Compensation Revision (ACR) for all eligible employees is processed in April as per company policy. Employee joining on or before 30th September in the current year is eligible for Annual Compensation Revision in the subsequent year effective 1st April, on pro-rated basis. Compensation revision will be decided on the basis of your performance and organization's decision on compensation revision.
- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.
- The Basic salary component will be used for computation of your retiral benefits.

SALARY COMPONENT'S DESCRIPTION:

1. Flexible Benefits

Flexible Benefits component shows total entitlement from which employee can claim a legitimate tax-free income as far as admissible under statute.

2. Telephone Reimbursement (as per the Company's existing policy):

You can claim reimbursement of expenses incurred on telephone, mobile or internet connection against valid original bills (i.e. original bills for the period you are in employment with the Company issued in your name within the same financial year in which the claim is made). Any amount that is not supported by valid original bills, will be paid along with salary for March, subject to deduction of tax at source.

3. Lunch Allowance:

Lunch Allowance is an optional component in your salary, which if opted, will be paid in form of Sodexo Coupons on a monthly basis. If you do not opt for Sodexo, then the above indicated amount will be disbursed as Special Allowance in the monthly salary.

4. LTA (Leave Travel Assistance):

One can opt for monthly or one-time disbursement. Monthly disbursement will be subject to deduction of tax at source. Taxability of the one-time disbursement will be subject to production of valid travel proof and applicable tax laws.

5. Statutory Bonus

Statutory Bonus is paid on monthly basis and it includes bonus payout under Payment of Bonus Act. This component is applicable up to CLG 200.

6. Superannuation Contribution:

Employees at the CLG 400 and above are entitled for this benefit.



7. Variable Pay:

Variable Pay is currently paid on a quarterly basis. The amount of Variable Pay specified above is only an indicative figure and actual payout will be based on Company's Variable Pay scheme in existence from time to time.

8. Employer's contribution to Provident Fund:

Your Provident Fund membership begins on the date of joining the Company.

Employee's share of contribution i.e. 12% of your actual monthly basic salary will be deducted from your monthly salary. The salary structure as offered to you contains the Employer's PF contribution, which is equal to that of the employee's share of contribution.

9. Insurance Benefits:

It covers contribution to Group Medical Insurance, Group Personal Accident Insurance and Group Life Insurance as per applicable company policy.



ANNEXURE B
TERMS AND CONDITIONS

1. You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You may be required to work in shift system as per requirements of your job position.
3. While you are based in India, you will earn leave at the rate of 34 working days paid vacation per financial year (April – March). e.g. Earned Leave (12), Casual Leave (10), Sick Leave (12). This is as per prevalent leave policy.
4. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.
5. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
6. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexures thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
7. **Termination by the Company** – The Company may terminate your services at any time with or without Cause subject to the following:

If the Company terminates your services without Cause, it shall (a) provide you notice of 90 (Ninety) days or such other period stated in the Company's policy prevailing at the time of such termination, or (b) pay you an amount equivalent to the monthly fixed salary for the shortfall in such notice period.

If the Company terminates your services with Cause - Your services may be terminated by the Company without notice for Cause.

"Cause" shall mean:

- a) Your breach of any of these terms or any other agreement signed by you with the Company, or
- b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
- d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or



- e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g) Your Unauthorized absence from work; or
 - h) Your insubordination; or
 - i) Your misconduct
8. **Termination by Employee** – If you wish to resign from the services of the Company, you shall provide the Company notice of 90 (Ninety) days or such other period stated in the Company's policy prevailing at the time of such resignation. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the monthly fixed salary for the shortfall in such notice period.
9. **Termination on Retirement** - Your employment will automatically terminate on retirement. Retirement will occur at the end of the month in which you complete 60 years of age.
10. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
11. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment. A copy of the Confidentiality and IPR Agreement can be provided to you, if you so request.
12. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
13. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
14. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
15. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Mumbai, India.



Schedule 1 to Annexure B (applicable only for new joinees)

MANDATORY LIST OF DOCUMENTS

Please carry the original documents along with a photocopy on your **Date of Joining**. Originals will be returned after verification on the same day:

- 1) Educational mark sheets & certificates –
 - (i) 10th mark sheet
 - (ii) 12th mark sheet
 - (iii) Graduation – All semester mark sheets & certificates
 - (iv) Post Graduation - All semester mark sheets & certificates
 - (v) Any other certificates
- 2) PAN Card
- 3) Passport
- 4) Driving License
- 5) Aadhaar Card
- 6) Doctor's Certificate in original which must mention the following:
 - (i) Certificate Date (not more than one week prior to date of joining)
 - (ii) Your Full Name
 - (iii) Your Age
 - (iv) Certification that you are of sound physical and mental health and also that you are not suffering from any contagious disease.
 - (v) Blood group.
- 7) Photocopies of service certificates from all the previous employers

You are also requested to carry four passport size color photographs.

Acknowledgement by Candidate

I hereby confirm to submit the above listed documents on my date of joining;

Name: _____ Date: _____

Signature: _____



ANNEXURE C UNDERTAKING

Whereas I, _____, <Name>, son/daughter/wife of _____ having permanent residence at _____, have been appointed as _____ <Designation> by **Dassault Systemes Solutions Lab Private Limited**, a company incorporated under the Companies Act, 1956 having its registered office (herein after referred to as "**the Company**");

Whereas the Company will invest considerable amount of time and money to provide extensive specialized technical, professional and other trainings and experience in certain software applications and methodologies and may disclose trade secrets and the Company's proprietary information to me in order to make me a productive employee of the Company;

Capitalized terms not otherwise defined herein have the meaning given to them in the Employment Letter dated **02-Jun-22**

Now therefore in consideration of the Company investing time and money to provide the aforesaid trainings and experience to me:

1. I acknowledge and agree that the Company and /or its subsidiaries will invest considerable amount of time and money to provide specialized training to me in order to provide better services to the Company's clients.
2. I acknowledge and agree that the said specialized training would substantially enhance my professional skills and ability and that my non-availability in providing services to the Company pursuant to such specialized training would adversely affect the Company's operations and result in a loss of its investment.
3. I further acknowledge and agree that the Company has to recover and earn a return on its investment in such specialized training and that such recovery and earnings are directly dependent on me fulfilling my obligations under this Undertaking.
4. I hereby agree to receive and complete such specialized training and further undertake to remain in the employment of the Company for a period of not less than 18 months (excluding the notice period) from the date of joining (herein after referred to as "Stipulated Period").
5. I understand and agree that in the event I breach Clause 4 i.e. I voluntarily leave the employment of the Company or the Company terminates my employment with Cause before the expiry of the Stipulated Period, it will cause the Company to suffer damages, ("Liquidated Damages"), which is mentioned in Clause 6 below.
6. I and the Company have mutually discussed and I agree that the estimated amount of Liquidated Damages will be **INR. 1,00,000 (Rupees One Lacs Only)**
7. I understand and agree to pay the Company the amount of Liquidated Damages stated in Clause 6 above in the event I breach the terms of this Undertaking. I shall pay such Liquidated Damages to the Company before



the last day of my employment with the Company. I agree that the Company is entitled to recover all or part of Liquidated Damages from any amounts payable by Company to me.

8. I further undertake not to dispute the amount, and I shall pay the amount within the time mentioned in Clause 7 above and at the same time Company has full right to initiate appropriate legal proceeding against me.
9. The validity, construction, and interpretation of this Agreement and the rights and duties of the parties shall be governed by and construed in accordance with the laws of Republic of India, excluding its conflicts of laws provisions and the courts of Mumbai shall have exclusive jurisdiction in matters related hereto.
10. In the event of any dispute of difference arising between the parties hereto over the interpretation or construction of any of the terms or provisions hereof and/or the implementation or enforcement thereof or of any right hereunder or any remedy relating thereto, the same shall be referred for arbitration to the sole independent arbitrator to be nominated by the Company whose award shall be final and binding on the parties hereto. Every such reference shall be deemed to be a submission to arbitration under the Arbitration and Conciliation Act, 1996, or any modification or re-enactment thereof. The venue of such arbitration shall be Mumbai. Subject hereto, the courts in Mumbai alone shall have exclusive jurisdiction to the exclusion of other courts.
11. Should any provision of this Undertaking be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the Undertaking that becomes apparent when performing the Undertaking shall be replaced, interpreted or supplemented as the case may be in such a manner that the intended economic purpose of the Undertaking will be achieved.
12. And it is further agreed that all communications between the parties hereto shall be deemed to have been effectively served if addressed to the party at the registered office address of the Company and my address as set above (unless another address has been specified in writing by the party to which the notice is given) in writing by hand delivery or by postal delivery.
13. I have independently consulted my legal counsel before executing this Undertaking.

Executed by me on this _____ day of _____ 20____ at _____

(NAME & SIGNATURE OF EMPLOYEE)

Executed by the Company on this ___ day of _____ 20____ at _____ for fulfilling the promises made as set forth in this Undertaking.

For **Dassault Systemes Solutions Lab Private Limited,**

Shirish Bavdekar
Head – Talent Acquisition

Dassault Systemes Solutions Lab Private Limited (Formerly known as 3D PLM Software Solutions Pvt. Ltd.)
Regd. Office: Plot No. 15B | Pune Infotech Park | M.I.D.C. | Phase-1, Hinjewadi | Taluka Mulshi | Pune MH 411 057 |
India | Tel. no.: +91 (20) 6793 6600 | Fax no.: +91 (20) 6675 0827
CIN: U72900PN2001PTC190769 | www.3ds.com

June 3, 2020

To,

Gaurav Dhamdhere,
Pune

Subject: Offer of Employment with UpVerse

Dear Gaurav,

UpVerse Solutions Pvt. Ltd. (the "Company") is pleased to offer you the position of **Financial Analyst** on the following terms.

Your anticipated start date will be **July 4th, 2020**. Your fixed gross annual salary (CTC) will be **INR 6,50,000/- (Six lakh fifty thousand only) per annum**. A detailed salary structure is shared with you in the attached Annexure. Your remuneration package is strictly confidential between you and the Company.

You will work at our facility located in Pune, India. You will be on probation for a period of 06 (six) months or till such time as you are confirmed in writing.

You are recommended to furnish the list of documents requested by the HR Team within the next 2 days of accepting the offer (refer to the email for the list of documents).

Upon joining and successful completion of joining formalities, you will be issued a detailed Letter of Appointment by UpVerse Solutions Pvt. Ltd. providing the terms and conditions of your employment.

Please provide your acceptance to this letter by June 4th, 2024, if you wish to accept the offer of employment with UpVerse Solutions Pvt. Ltd.

We look forward to having you in our Company!

Yours Sincerely,

Jhumpa Barua
Manager - Human Resources
UpVerse Solutions Pvt. Ltd.

Agreed and Accepted:

Date:

June 3, 2020

Salary Structure

Candidate Name: Gaurav Dhamdhare

Designation: Financial Analyst

Annual CTC			650,000
Monthly Payable			54,167
Monthly Gross			52,367
Salary Heads			
Basic	Taxable	at 40% of CTC	21,667
HRA*	Tax-free against bills	at 40% of Basic	8,667
Medical Reimbursement	Taxable	fixed	1,250
LTA*	Tax-free against bills	Rs 0-2k	2,000
Communication Allowance*	Tax-free against bills	Rs 0-3k	3,000
Books & Periodicals Allowance*	Tax-free against bills	fixed	1,000
Personal Pay	Taxable	balancing figure	14,783
Monthly Salary (Gross)			52,367
Paid Annually or in Vouchers			
Sodexo Gift Vouchers	Tax-free	paid monthly- max Rs 2.2k	
Provident Fund-Employer contribution	Tax-free	at 12% of Min Basic	1,800
Deductions from Gross Monthly Salary			
Professional Tax		fixed	200
Provident Fund-Employee contribution		at 12% of Min Basic	1,800
TDS*			
Net Salary			50,367

- You will be eligible to receive INR 50,000 as joining bonus upon successful completion of six months with the organization

*Note: Income Tax / TDS will depend on the investment plan of the employee and the bills he/she will submit for the allowances.

For UpVerse Solutions Pvt. Ltd.

Jhumpa Barua
Manager - Human Resources

Agreed and Accepted:

Date:

UPVERSE SOLUTIONS PVT. LTD.

Office No. 601/ 602/ 604, 6th Floor, Orville Business Port, Viman Nagar, Pune – 411014
CIN - U72900PN2015PTC156905 | Ph. No. (+91) 7410094757



INGENIO
TECHNOLOGIES

Offer Letter

Date: 4th November 2019

Mr. Hupendra Chikhonde
PAN - BWIPC3336A

Dear Hupendra,

This is reference to the interview you had with us. We are pleased to know that we are offering you to be part of our team. We are pleased to offer you a position of Business Development Officer (Nagpur Division)

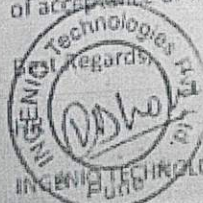
Your Annual Salary on the basis of Cost to the Company will be 5.18 LPA including incentives. Your Contract details and Compensation Structure will be given to you at the time of joining. We expect to join us on 6th November 2019. Please note that this offer is valid to subject to your signing and returning the duplicate copy (attached) of this letter within one day.

We welcome you and delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling. On the date of your joining, you may please bring the following:

1. ID Proof: PAN, Aadhar Card, Voter ID.
2. Copies of educational and experience certificates.
3. Relieving Certificates from the previous employer, if any.
4. Appointment letter of the previous employer and salary revision letter, if any.
5. Last pay slip received from the previous employer, if any.
6. 2 Passport Size Photographs.

Your Appointment will be subject to verification of references.

We welcome you to INGENIO Family. Please sign the duplicate copy of this letter as a token of acceptance of the same.



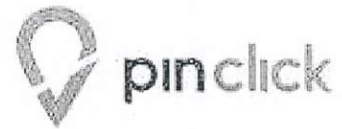
INGENIO TECHNOLOGIES PVT LTD.

INGENIO TECHNOLOGIES PVT LTD.

Office No. 501, SAMARTH HOUSE, Near Shell Petrol Pump, WARJE, PUNE-411058
www.eprashasan.com/7276004262

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15 Feb 2020

Sub: Offer of employment by Pin Click

Dear **Rahul Dhanwad**,

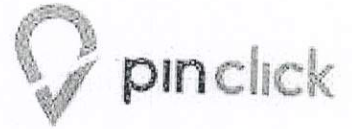
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **10th March 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached with annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attaching herewith Annexure B.
1. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
2. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
3. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
4. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
5. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
6. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
7. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

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The details of your annual earnings are as Annexure A.

ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	Rahul Dhanwad	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	10 th March 2020	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary		
	House Rent Allowance	7,350	88,200
	Conveyance Allowance	6,125	73,500
	Medical Reimbursement	800	9,600
	LTC	1,250	15,000
	Children Education Allowance	2,400	28,800
	Special Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee		
	Gratuity	882	10,584
	Mobile Sim Provided by Company	353	4,236
	Sub Total II	500	6,000
Total A + B	Cost to the Company	1,735	20,820
C	Performance Enhanced Incentives	25,000	3,00,000
		15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			



ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

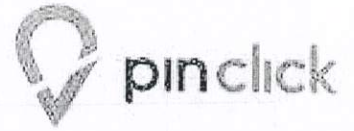
		Rahul Dhanwad	
	Name	Rahul Dhanwad	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	10 th April 2020	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	Sub-Total I / Gross Pay	26,589	3,19,068
	Benefits		
B	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	1,411	16,932
Total A + B	Cost to the Company	28,000	3,36,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the stay professional tax and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik
KinraCo Founder



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pinclick I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc as may be communicated to me from time to time..

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

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15/25

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OFFER LETTER

Date: 23-07-2021

Dear **Anurag Mukund Joshi**,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate- Sales**, with effect from **26-07-2021**.

Employment Details

Department : Business Development
Employment Type : Regular
Designation : Business Development Associate- Sales
Work Location : Byjus - Pune
Onboarding Date/Time : 26-07-2021 (8:30 AM)
Onboarding Location : Virtual Onboarding – Once the office reopens you will be reporting to your work location.

Compensation Details

Fixed Compensation : INR 5,00,000/-
Variable Compensation : INR 3,00,000/-

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining.

You are requested to join the services of the Company no later than **26-07-2021**, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Best Regards,

Human Resources
Think & Learn Pvt. Ltd.

Your Signature: 
Anurag M Joshi (Jul 23, 2021 19:57 GMT+5.5)

This is a system generated document that does not require a signature from Think & Learn Pvt. Ltd.

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Date: 28th February 2019

APPOINTMENT LETTER

To,
Akshay Arvind Kadam.
Hingne Home colony
Karve Nagar
Pune 411052,

This is in reference to your interview, you have had with us. We are pleased to appoint you as **Executive- Sales & Marketing**, in our organization with effect from, **1st March 2019**, on the following employment terms and conditions contained in this letter are subject to the Company policies as existing now and as may be amended from time to time. Details of your salary and other terms & conditions are as per the offer letter.

01. PLACE OF POSTING:

Your primary place of posting will be at **Pune**. However, during employment with the Company, you may be transferred to any operating office or location of the Company.

02. COMPENSATION & OTHER BENEFITS:

Your compensation on Total Cost to Company (CTC) basis, as mutually agreed, is detailed in Annexure-1 to this letter. The composition of CTC will comprise of Fixed Pay and Incentive. The emoluments / benefits due to you will be liable / subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time. The compensation details are strictly confidential between the Company and yourself and such confidentiality shall be maintained at all times. Breach of Confidentiality of compensation shall be treated as service misconduct.

03. CAREER PROGRESSION:

Any increase in your CTC / Compensation in future in the Company shall depend entirely on your efficiency, hard work, good conduct and due compliance of

Company's policies and internal regulations.

04. PROBATION / CONFIRMATION:

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is discontinued by you, by giving 30 Days of notice period, if failed to serve the notice period, a month's salary will be deducted from full and final settlement. Whereas, if your performance is not satisfactory, your services may be terminated without notice and without assigning any reason and the company's decision in this regard will be final. If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probation period / extended probation period. Confirmation shall take effect only upon issue of confirmation letter and from the date given in the letter mentioned.

05. LEAVES :

You will be eligible for the leaves as per the company policy which will be explained to you at the time of joining. Comp off should be implement as per comp off policy i.e. office will not be closed, it will adjust by the team member of respective site office.

You will be expected to work extra hours as and when the need arises without any extra compensation.

06. TRAINING & DEVELOPMENT:

You may be required to enroll for certified training courses as per your designation and requirement, arranged by our training collaborators or any other institution/organization in India and/or abroad. The employee has to bear 50% of the training cost which will be deducted from the employee's salary on the monthly basis and the company will bear remaining 50% provided the employee will continue his/her services for continuously 2 years in the company after the training. If the employee opts to leave the job before completing 2 years after the training, of his/her services in company, he/she has to pay back the cost of the training paid by the company.

07. RESIGNATION:

The employment contract can be discontinued by you by giving **30 days** prior written notice, if failed to serve the notice period, a month's salary will be deducted from full

and final settlement. The Company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period, without any pay in lieu of the notice period. The full and final settlement will be calculated in the next salary cycle after resignation, provided the handover process is done properly.

08. TERMINATION:

Your services are liable to be terminated forthwith without any notice or salary or any Compensation in lieu thereof for any of the following reasons:

- a) Any act of misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" is suspicion of commission of an act involving moral turpitude, any act of indiscipline or inefficiency.
- b) In case particulars mentioned in your application remaining unsubstantiated or discussions, papers submitted by you to the Company are found false or any certificates/testimonials or documentary evidences submitted by you are found to be false or incorrect and/ or if it is found that you have suppressed and/or withheld any information.
- c) In case you have undertaken any direct/ indirect - full time or part time business or work whether for honorarium or remuneration, without prior written permission of the Company.
- d) If you have participated in any Elections of any kind without obtaining prior written permission from the Company.
- e) If you have indulged in passage of Confidential Information of the Company, to any third party or otherwise, or have willfully and deliberately violated or have breached any policies or internal regulations and conduct guidelines of the Company.
- f) In case you are involved in any terrorist, anti – national, anti – social activities or In case you are found guilty / convicted by court / detained by Police.
- g) 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 or else you are considered absconding.

- ii. Give an explanation to the satisfaction of the Management regarding such absence.

09. MEDICAL FITNESS:

Your continuation in service of the Company is subject to your being declared and found to be medically fit by a Medical Officer or a Doctor specified by the Company. The Management has the right to get you medically examined by a Registered Medical Practitioner, during the period of your service. In case you are found medically unfit, Company in its sole discretion may terminate your services by giving you one month notice.

10. DUTIES AND OBLIGATIONS:

- a. You shall strive hard to promote the interest of the Company and shall not undertake any activity of any nature whatsoever which is, construed or deemed to be detrimental and prejudicial to the interest and goodwill of the Company.
- b. The Company expects you to work with a high standard of ethical practices, initiative, efficiencies, during your employment. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- c. You agree to follow & comply with all the internal regulations, guidelines and policies of the company as existing now may be amended and circulated from time to time due to business exigencies or otherwise.
- d. You will not, unless specifically authorized by your superior officer in writing, give any interview in any newspaper, magazine or write to press or media (print or electronic).
- e. You will not enter into any commitments or dealings on behalf of the Company for which you have no express and/or written authority.
- f. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For any loss, damage or non-return of any property of the Company in your possession and care, the Company will have a right, in its sole discretion, to either take steps to recover the said properties of the Company by due process of law or recover the original value of all such materials from you.

- g. You will make available the records of communication exchanged through e-mail or phone, if required, in order to safeguard and protect the confidentiality of Company's sensitive information.
- h. Company shall have a further and additional right to take such other action as it deems proper in the event of your failure to account for or return such material or property as would be entrusted to you during the course of your employment to you or on your direction.
- i. You will intimate in writing to the Management any change of postal address within a week from change of the same, failing which any communication sent by us to you, on your last recorded address / address as indicated above, shall be deemed to have been effectively served upon you and will amount to good service notwithstanding the fact that you have changed your address.

11. CONFLICT OF INTEREST:

- a. You are required to engage yourself exclusively in the work assigned' by Relation Group and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Management.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities which are or shall be in conflict with the interests of Relation Group.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Relation Group (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Relation Group to terminate their employment with Relation Group or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Relation Group to move his existing business with Relation group to a third party or to terminate his business relationship with Relation Group.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.



- iv. In case of any conflict or doubt, please discuss the matter with Management, to understand the position of Relation Group and resolve the conflict.
- d. If any employee of Relation group, after resignation, found to have employment with any of the parties mentioned in the point (11/c), he/she is liable to pay the amount equal to 50% of his/her CTC offered in newly joined company. The amount is payable within the 15 days after you receive the communication regarding the same from the company. Failing to do so, the dispute is subject to Pune jurisdiction.
- e. Covenant Not to Compete. You agree that at no time during the term of your employment with the Company will you engage in any business activity which is competitive either with Company or work for any company which competes with the Company.
- f. Non-solicitation. During the term of your employment, and for a period of one (1) year immediately thereafter, You agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.
- g. Soliciting Customers After Termination of Agreement. For a period of one (1) year following the termination of your employment and your relationship with the Company, You shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them. Neither shall you call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom You have called or with whom You became acquainted during the term of your employment, as the direct or indirect result of your employment with the Company.
- h. Injunctive Relief: You hereby acknowledge (1) that the Company will suffer irreparable harm if you breach your obligations under this Agreement; and (2) that monetary damages will be inadequate to compensate the Company for such a breach. Therefore, if you breach any of such provisions, then the Company shall be entitled to injunctive relief, in addition to any other remedies at law or equity, to enforce such provisions.

12. CONFIDENTIALITY:

You verily agree and confirm by accepting the offer of appointment that the Company's internal information and its various business and operational practices and details including but not limited to the details of Company's business processes, During the course of your employment, You agree not to work for or provide any services to any competitor of the Company. Neither shall you engage in any competitive activity with respect to the Company. Competitive activity includes, but is

not limited to, forming or making plans to form a business entity to directly compete with any business of the Company. This provision does not prevent you from seeking or obtaining employment or other forms of business relationships with a competitor after termination of employment with the Company so long as such competitor was in existence prior to the termination of your relationship with the Company and You were in no way involved with the organization or formation of such competitor

communications/emails, list and details of customers/clients, technical know-how, financial records, commercial plans, business plans etc, which come into your knowledge or information are of a confidential/secret nature & you will always maintain the confidentiality and secrecy of such information, details or processes.

You agree that divulging of any such information or details in part or in whole can cause irreparable loss and injury to the Company and you shall at all times accordingly ensure that you do not indulge in such things. You hereby confirm and Acknowledge that fully appreciating the said confidentiality and sensitivities of such information, you will not directly or indirectly share or divulge any such information to any third person during the period of your service and for a period of three years after cessation of your employment with the Company in written form or by word of mouth or otherwise.

You acknowledge that the breach of any of the provisions of Clause 11 hereof will cause irreparable loss and harm to the Company which cannot be reasonably or adequately compensated by damages in an action at law, and accordingly, the company will be entitled, to injunctive and other equitable relief to prevent or cure any breach or threatened breach thereof, action for any such relief shall not be construed to be a waiver of the Company's right in taking action for damages and the Company shall entirely in its sole discretion may also initiate necessary action for claiming damages.

13. POST-EMPLOYMENT OBLIGATIONS:

You by accepting this offer of employment and the terms stated herein do further agree that you will not join any person, firm or organization directly or indirectly in any manner whatsoever which has a business or operation directly or indirectly in competition with the operation and business of the Company within or outside India for a period of two years after the cessation of your employment with the Company.

14. GENERAL:

1. Please submit the following documents, if not submitted earlier;
 - a. Certificates in support of your educational professional qualifications,



experience, date of birth and other testimonials in original together with copies thereof.

- b. Three copies of your recent passport size photographs.
- c. Relieving letter from your last employer in case you are/were employed.
- d. Copy of PAN Card.

2. This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Pune, whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of Whatsoever nature.

Kindly communicate your acceptance by signing the duplicate copy, and returning it to us. This offer shall stand terminated if we don't hear from you unless we choose to extend the offer.

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

Thanking You.

Authorized Signatory
On behalf of Director - Business Operations
Relation Group

I have gone through all the details and the same are acceptable to me.

Received by

Date of Joining: 1st March 2019

Annexure - I

DESIGNATION

:Executive – Sales & Marketing

Particulars

Amount (Rs.)

Annually

BASIC	:	145600
HRA	:	58800
SPECIAL ALLW.	:	70400
TRAVELLING ALLW	:	30200
OTHER ALLW	:	15000
NET SALARY	:	320000
SALES PERFORMANCE INCENTIVES*	:	150000
GROSS SALARY	:	470000

* Eligibility Criteria:

- The CTC mentioned above shall be paid in 12 equated installments on a monthly basis.
- Other incentives include proper grooming, timely reporting, attendance and employee engagement.
- Sales Performance Incentives will be given on Half Yearly Basis

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Swapnil Pawale
APMT

23 August 2019

Dear Swapnil,

With reference to your application and the subsequent interviews you had with us, we are pleased to confirm your appointment as **Senior Analyst, FNA** at Job Level 2 with effect from **03 September 2019** subject to the following terms, conditions and the general rules of our Company: -

1. Please refer to the attached annexure for details of your remuneration.
2. You will be placed on probation for a period of three months. This period will be extended if it is felt necessary to do so by another three months. During the probationary period, the Company shall be at liberty to terminate your employment without assigning any reason on giving fifteen days notice or without any notice on payment of fifteen day's salary in lieu of notice. On the expiry of the probationary period, and subject to your services being found up to Company's expectations, you shall be confirmed as a permanent employee. In the absence of any letter confirming you, you shall be deemed to be confirmed on the expiry of the probationary period as aforesaid.
3. You will be eligible for coverage under the Company's Provident Fund & Gratuity Scheme as per Company's rules in force from time to time.
4. You shall be required to work initially at our **Global Service Centre at Pune**. The Company shall be entitled to direct or depute you to work in any other Department or Branch of the Company wherever situated in India or abroad, whether existing on the date hereof or which may exist in future and you shall comply with such direction. The Company will also be entitled to transfer your services to any subsidiary or affiliate of the Company whether existing or which may exist in future and which Company is generally regarded as part of the Maersk Group of Companies.
5. You shall accept such management decisions pertaining to Clause 4. Failure to adhere or refusal to comply with any order or instruction by the management as per Clause 4 shall be treated as a breach of employment contract.

Classification: Confidential

Maersk Global Service Centre (India) Pvt. Ltd.
 4th Floor, 17th Floor, 7th Floor, Regal Hotel, Pune - 411 014, India.
 Tel: +91-20-3023 7799 / 3023 8220 Fax: +91-20-422 7923 maersk@maersk.com
 Regal Office, 1st & 2nd Floor, Regal Hotel Building, Cantonment Road, Pune.
 (Incorporated in Switzerland, Zurich, Switzerland) AGC 024, SAE
 Corporate Identity Number: ICH21: 07280991400207414119



6. After your confirmation in permanent service, the Company shall be entitled to terminate your employment at any time without assigning any reason either on giving three months' notice or without any notice on payment of three month's salary in lieu of notice.
7. You shall, in the event of your resignation give the Company three months' notice of your intention to resign. The Company however, reserves their right to accept your resignation with immediate effect or at any time during the notice period. In the event of any breach of this term, you shall have to compensate the company for the damages incurred.
8. You hereby agree that, while you are employed by Company and for one (1) year following the termination of your employment with Company, will not directly or indirectly solicit, attempt to solicit or interfere with any customer or supplier of Company in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier.
9. You hereby represent and warrant to Company that you are not party to any written or oral agreement with any third party that would be conflicting to this Appointment or Confidentiality and Proprietary Information to perform your obligations hereunder and that you will not, by joining the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.
10. You are not permitted to divulge the contents of this Contract to any other third party.
11. You are to devote your entire working ability to **Maersk Global Services Centres (India) Pvt. Ltd.** and to exercise full discretion towards any third party in all matters concerning the Company, its business and policies, its Management and employees. It is understood that the rights to any EDP system/ Programs and all data and Information belong fully to the Company.
12. You should not divulge or utilize, except in the furtherance of the organization's business, any confidential information that comes to your knowledge in the course of your employment with the organization or its associates. The responsibility for keeping such information confidential applies not only to the period of employment but also thereafter.

As a condition of employment, you are requested to consider work done and information received during the course of employment as confidential. Violation of the IT security policy, Email and Internet policy will call for strict disciplinary action.



13. The retirement age is 58 years.
14. The Company Rules and Regulations will form part of your Contract of Employment, and your employment is conditional upon and subject to your acceptance of these as currently in force and as may be amended from time to time.
15. Strict action will also be taken which may include immediate termination without any compensation or notice pay following:
 - Employees implicated in Criminal cases, found to have committed an offence involving questionable integrity, moral turpitude
 - any act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, incurring excessive debts, commission of any act prejudicial to, or in conflict with the interests of the company
 - Employees indulging in Substance abuse
 - Employees indulging in Sexual harassment
 - If any information furnished or declaration given by you regarding your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
16. The Company will require you to undergo a background check, which will be conducted by the Company or by any third party retained by the Company to perform the investigation. Your employment with the Company depends on successful clearance of the background check process. Upon your failure to successfully clear the background check process, the Company shall have the right to terminate your services without prior notice or any compensation in lieu of such notice and without being liable to pay any compensation for such termination. The decision of the Company in this regard shall be final and binding on you.



You are kindly requested to confirm your Agreement to the above terms and conditions, including the Company's rules and regulations, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,

for MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT. LTD.

Esha Marwah
Site HR Manager - Pune GSC
Maersk Global Service Centers India Pvt. Ltd.

I confirm that I have read and understood the terms and conditions of the appointment letter. I agree and accept the above terms and conditions and the Company's rules and regulations.

Agree

Date

23/08/2019

Classification: Confidential

Maersk Global Service Centres (India) Pvt. Ltd.
Registered (11-CIT) Mahape, 07 Building, 7th Floor, Upper Phase, APMC - 411 014, India.
Tel: +91-22-2621 7200 / 2098 5020 Fax: +91-22-2621 2533 Email: maersk@maersk.com
Regional Office: 401-40 280 Juhu, Transwarpal Building, Carter Avenue, India.
Mahape Office: 401-40 280 Juhu, Transwarpal Building, Carter Avenue, India.
Corporate Identity Number (CIN) - U72900MH06097CM2728



Annexure

Name : Swapnil Pawale
Designation : Senior Analyst, FNA
Level : JL 2
Location : Pune
Date of Joining : 03 September 2019

Salary Components	INR p.m.	INR p.a.
Basic Salary	15,600	1,87,200
House Rent Allowance	7,800	93,600
Bonus Allowance	1,000	12,000
Conveyance Allowance	1,600	19,200
Other Allowance	10,378	1,24,532
Annual Fixed Salary	36,378	4,36,532
Provident Fund (12% of salary)	1,872	22,464
Annual Fixed Salary incl. PF	38,250	4,58,996
Gratuity (as per the Gratuity Act)	750	9,004
Annual Fixed Salary incl. retirals	39,000	4,68,000

You will also be eligible for bonus pay as per the company's Bonus Plan, your target incentive payout for the current year being **INR 21,830**. The actual amount for disbursement may be higher or lower than target basis company's performance. The variable payout for employees who join in the middle of Performance Cycle would be pro-rated as per duration of service. The variable payout would only be made to employees on rolls of the organization on the date of actual disbursement. Please refer to the **Bonus Plan** document for further details.

Classification: Confidential

Varroc Engineering Limited

Tech Centre

C.T.S. No. 4270, Elpro Compound,
Chafekar Chowk, Chinchwadgaon,
Pune - 411 033, Maharashtra, India

Tel +91 20 67329000

email : varroc.info@varrocgroupp.com
www.varrocgroupp.com
CIN : U28920MH1988PTC047335



02.09.2019

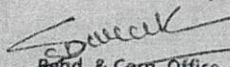
To,
Mr Swapnesh Ghadge
Emp. No. : 00021934

APPOINTMENT LETTER

Dear Swapnesh,

Further to your application and the subsequent interview you had with us, we are pleased to appoint you as "Sr. Engineer - R&D" in 'O2' grade w.e.f. 02.09.2019 on the following terms and conditions.

1. Your annual remuneration will be **Rs. 4,60,260 /-** (Four Lakh Sixty Thousand Two Hundred Sixty Rupees).
The detailed break-up is attached as Annexure-A.
2. You will be based at Tech. Centre.
3. During your employment with the Company, the Company may, at any time, at its sole discretion transfer you to any of its Group/Associate/Holding/Subsidiary Companies within Varroc Group at any location in India or abroad.
4. You will be on probation for a period of Six Months i.e. up to 01.03.2020. The Company shall have the right to extend the period of probation based on your performance, if such an extension is necessary. Unless confirmed in writing you shall continue to be on probation.
5. During your period of probation, your services can be terminated either way by giving Three months notice or Three months basic salary, in lieu thereof by either side.
6. After confirmation of your services, the Company will be entitled to terminate your services without assigning any reason, by giving you Three Months notice in writing or by payment of Three Months basic salary in lieu thereof. In the event of your desiring to leave the services of the Company, you shall give the Company Three Months prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the Company. However, the Company may, at its sole discretion relieve you of your duties any time during the notice period, and in that event, you will be paid salary only upto your last working day.
7. You will be governed by the Service Rules and /or Standing Orders of the Company/Group as are in force from time to time and applicable to your plant/location.
8. Your normal age of retirement shall be 60 years and therefore on attaining the age of 60 years, you shall automatically retire from the services of the company without any notice, unless your services are extended in writing by the company.
9. You shall not, without the written approval of the Company, either disclose/divulge or publish by word of mouth or otherwise during the tenure of your employment or subsequently thereto, any confidential or secret information, including secret process and formula acquired in the


Regd. & Corp. Office - E-4 MIDC Industrial Area, Waluj, Aurangabad 431 136. (M.S.) India. | Tel +91 240 6653600 / 6653700 Fax +91 240 2564540

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Ref: AEIPL/HR/23248

DOJ: 17-Feb-2022

PRIVATE AND CONFIDENTIAL

Dear Sameer Sudheer Mule,

In our continuous pursuit for Talent, we look for Professionals driven by Vision, Passion and Action to achieve their Individual and our organizational goals. Based on your profile and various rounds of discussion it has been observed that you display the Qualities required to be an **Affinitian**.

We are pleased to give you an offer of appointment and would be happy to have you as a part of our team. This offer was made after considering your education, total experience, relevant experience, professional / technical / process exposure, functional & HR feedback and finally the internal parity.

Employment Title

We are pleased to offer you the post of "**Junior Associate- Quality Controller**" in Management Grade **O1** of Affinity Express India Pvt. Ltd.

Location

Initially you shall be based at our Pune Location however; the Company reserves the right to transfer you to any other location where the Company has office or newly established office, client locations as per the requirement of the business. Your services are transferable at short notice, to any department or your services may be seconded you to any other Company or any other place where work of Company is carried out, as may be necessary. In the event of transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable to the establishment in which you are transferred. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

Compensation Package

Your compensation package will be as detailed in **Annexure A**. The compensation package shall be governed by Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

If entitled, you shall become a member of Provident Fund and Employees' Pension Scheme, Employee State Insurance Scheme and other statutory Employee Welfare / Benefit Schemes presently applicable and as may be modified from time to time.

Employee's contribution towards statutory and other company initiated welfare / benefit schemes will be deducted from the monthly salary. Any modification in the same will be applicable to you from time to time.

Affinity Express India Private Limited

CIN: U18101PN1993PTC071893

Office No 105, Sai Radhe Complex, Sangamwadi, Pune - 411001

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Annexure A

COMPENSATION ENTITLEMENT SHEET

Date of Joining: 17-Feb-2022
Name : Sameer Sudheer Mule
Position Description Junior Associate - Quality Controller
Grade Description O1
Location Pune

Copy Distribution
Original : Employee
Copy 1 : Personal File

Sr. No.	Components	INR (Per Month)	INR (Per Annum)
1	Basic	13,426	161,112
2	HRA	5,370	64,445
3	Skill Development Allowance	3,338	40,057
4	Leave Travel Allowance	0	0
5	Gross Remuneration	22,134	265,614
6	Meal Allowance	0	0
7	Fuel and Vehicle Maintenance Reimbursement	0	0
8	Gross Remuneration including reimbursement (A)	22,134	265,614
9	Employer cont. to Provident Fund	1,611	19,333
10	Gratuity	646	7,749
11	Statutory Bonus	2,686	32,232
12	MLWF	6	72
13	Statutory Contributions (B)	4,949	59,386
14	Total CTC (A) + (B)	27,083	325,000

Below are the other costs the organization will bear & payouts you will be eligible within the current policy framework of the organization. The figures are calculated on maximum eligibility & are for illustration purposes only.

Sr. No.	Components	INR (Per Month)	INR (Per Annum)
I	*ESIC Cost - Employer's contribution	0	0
II	** Night Shift Allowance (Rs 100 per day)	2,200	26,400
III	***Broadband/ Internet Reimbursement (upto)	1,000	12,000
IV	****Pay for Performance (Upto)	7,500	90,000
V	Other Payouts ' (C)	10,700	128,400

15	Total Remuneration (A) + (B)+ (C) (Total CTC with other payouts at maximum)	37,783	453,400
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Other Benefit: Over and above Total Remuneration, employees are covered under a Group Personal Accident (GPA) Policy, Medclaim policy according to rules of the company

Mediclaime: 2,00,000 Self only

Accidental Death (AD) In case of an accidental death while in employment the employee is covered to a maximum amount of 60 times of monthly gross.

Term Life Insurance: In case of death while in employment the employee is covered to a maximum amount of 36 times of monthly gross.

Affinity Express India Private Limited

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Job Description

Affinity Express's entrepreneurial framework provides Team Members the ability to perform different roles based on their capability and available opportunities. Distinct career tracks have been defined and equivalence established for those playing specialist roles in Technology / Domain / Process / Design / Production areas.

Your role will be assigned upon joining. Although your normal work will consist of duties assigned to you from time to time, you may be at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care. You will also be bound to discharge duties assigned by your superiors from time to time.

Shift Working

You would be required to work in any shift with staggered weekly off. These shift timings are subject to change and the company has the right to change as and when required.

Probation

You will be on Probation for a period of Six months from the date of joining; the period of probation may be extended further if necessary in writing, unless expressly confirmed in writing the probation period will continue.

Your confirmation in service of the Company after probation period will depend on your performance and conduct being as per the norms of the Company. The decision of the Company with regards to extension of probation, confirmation or otherwise shall be final and binding.

There would be periodic review of performance during and at the end of probation period. Performance below expectation can result anytime in separation from the services.

Performance review

Your continuation/ confirmation/ increment/ promotions will depend on outcome of periodical performance appraisal conducted by management of our Company.

If it is found during review that your performance is not up to expectation, you can be put under performance improvement plan and during Performance Improvement Plan if you do not perform to the expectation, it may result in your separation from services.

Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time.

Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of returns. The Company may withhold from any compensation or benefits payable to you, all Central, State or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

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Code of Conduct

You shall at all times during your employment, continuation and association comply with the service regulations, code of conduct Policies and Guidelines of the Company presently applicable and as may be modified from time to time

Retirement

The normal age of your retirement shall be 58 years and accordingly it is the conditions of employment that you will be automatically retire on attaining the age of 58 years and no further notice whatsoever to you will be necessary in this regard.

Termination

a) On Probation

It is understood and agreed that this engagement during or on completion of probation may be terminated by either party by giving to the other at any time, notice in writing of **45 days**. The termination shall take effect at the end of such notice period.

Termination during probation with immediate effect may be made either party by paying to the other an amount equivalent to **45 days** of Gross Salary in lieu of notice. In the event the termination of probation with notice is at the instance of the Employee the Company at its sole discretion reserves the right to relieve the employee on any date during the date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period.

b) After Confirmation

It is understood and agreed that this engagement after confirmation may be terminated by either party by giving to the other at any time, notice in writing of **90 days**. The termination shall take effect at the end of such notice period.

Termination with immediate effect may be made either party by paying to the other an amount equivalent to **90 days** of Gross Salary in lieu of notice. In the event the termination of probation with notice is at the instance of the Employee the Company at its sole discretion reserves the right to relieve the Employee on any date during the date during the notice period by waving the notice period in full or part without paying any amount towards the balance notice period.

Termination on Disciplinary / Performance Issues

At the sole discretion of the Company your services are liable to be terminated during probation or any time after confirmation without any notice or salary in lieu thereof in the event of non – performance, negligence in work, absenteeism, producing wrong / forged credentials / declaration to obtain employment with the Company or in the event of your involvement in any serious misconduct, misdemeanor or any offence or that may or may not be directly connected with the business of the Company. Upon the termination of your employment, you will return to the Company all documents and any other articles and/or copies thereof belonging to the Company which may at the time be in your possession. For any act of yours which constitutes a misconduct or serious misconduct, Company shall be entitled to take appropriate action as per Disciplinary Action Policy against you including termination of services.

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Abandonment of services:

If with your own conduct you abstain from showing up for services or show no interest to continue serving the company, it shall be presumed that you have abandoned your employment on your own accord and shall lose lien on your employment.

Handover of duties and responsibilities

At the time of separation, you are required to handover your duties and responsibilities to whom the reporting authority directs and the detailed handover note need to be signed by your reporting authority.

Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company. The Company at all times reserves rights to have a lien over the dues payable to you for recovery of cash advances / loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company. In the event of your leaving the employment of the Company without settling the accounts due from you to the Company or if the same are not recoverable , either in full or part , from the dues payable to you by the Company , the Company shall reserve the right to institute appropriate remedial proceedings to recover the outstanding amounts.

Confidential Information

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, process, books, records and documents, technical information concerning the process, client list, procurement procedures, pricing techniques and credit and financial data, employee's salary, Company's rules and regulations) all comprise confidential business information and trade secrets , vital to the business of the Company.

You hereby agree that you will not, at any time during or after your employment with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, our Company. For the purpose of this paragraph, the term "Company" shall also include all affiliate / clients of our Company.

Any disclosure which has not been expressly authorized by the Company shall be called 'unauthorized disclosure'. For the purpose of this paragraph, the term "Company" shall also include all affiliate / clients of our Company. Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and our Company shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of confidential information of our Company after the termination of your relationship with our Company shall entitle our Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction". Where disclosure of confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform our Company either before or immediately thereafter the nature and extent of disclosures made and circumstances under which those disclosures were required to be made by you.

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Intellectual Property

All works developed by you during the course of your employment with our Company, shall belong exclusively to our Company and you hereby assign the ownership of copyrights of such works and those any other derivative works, to our Company. You will promptly provide to our Company a complete written disclosure for each such work identifying the features or concepts you or our Company believe to be new or different. You grant to our Company an irrevocable, non-exclusive, worldwide, perpetual, paid-up license under these works. The license scope is to make, have made, use, have used, sell, license or transfer items of such works and to practice and have practiced methods pertaining to such works. You are specifically made aware that you will not be liable to any compensation for such acts or yours, and that any rewards which our company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

Indemnity

You shall indemnify our Company against any loss, damage, proceeding which our Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence or gross dereliction of duties on your part. You should also indemnify the company against any loss, damage, proceedings which company may suffer due to any third party claim of plagiarism or infringement of intellectual property rights of a third party. Such indemnity shall not prejudice the right of our Company to terminate your services on such count or the right of our Company to seek other remedies which our Company may have to make good the loss, damage.

Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by court of law.

Governing laws and Jurisdiction

The Laws of the Union of India shall govern this relationship. Any dispute arising out of this agreement will be within the jurisdiction of Pune.

Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company in terms of Section 6 of The Companies Act, 1956. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of your becoming so.

Credential Verification

Your appointment will be subject to the satisfactory verification of the following

- a) Reference Check by Company appointed third party
- b) Verification of credentials related to educational qualification, previous experience, and previous salary statement.

Affinity Express India Private Limited

CIN: U18101PN1993PTC071893

Office No 105, Sai Radhe Complex, Sangamwadi, Pune - 411001

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Other Terms and Conditions

- During your employment, you will be subject to the service Rules regulations applicable from time to time.
- The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by our Company subsequently in the course of your employment.
- Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of our Company as presently applicable and as may be amended from time to time.
- You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any same, similar or any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with us.
- You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Company.
- You shall not do anything or cause to do anything, which shall bring dishonour and/or disrepute to our Company or engage in unlawful/immoral activities.
- If at any time you are involved in any legal / administrative / quasi-judicial proceeding(s) you shall immediately inform our Company the details thereof.
- You shall not at any time use your association with our Company to gain unfair advantage for personal purposes.
- You shall not appoint or cause to appoint any of your direct or indirect relatives as employees / consultants / trainees / retainers / vendors of the company. If any of your direct or indirect employees are already engaged or about to be engaged in our Company in above mentioned capacity, you have to inform the same in writing to Human Resources Department failing to which the Company shall be constrained to take suitable action.
- You shall not communicate in writing to any client or prospective client or any outside authorities on any process details or any matters which requires confidentiality without the prior written approval and authority of our company. You shall not distribute any circular or writing Concerning our Company without the prior written approval of our Company. If any claim shall be brought against our Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, all costs, loss or damages arising there from shall be borne by you.

Affinity Express India Private Limited

CIN: U18101PN1993PTC071893

Office No 105, Sai Radhe Complex, Sangamwadi, Pune - 411001

AffinityX.com

- You will undertake and agree that all the company's property, assets, articles and effects of any nature whatsoever which shall come into your possession during the course of your employment or otherwise shall be the absolute property of the company. You shall keep such property or assets in good condition and order and will on demand at any time during your employment or at the cessation thereof for any cause or whatsoever, deliver the same to the company. In the event of your failure to account for such properties or assets aforesaid to the satisfaction of our company, our company shall be entitled to deduct from your dues the value of all such properties or assets as well as to take such other action or proceedings in this regards as the company may deem proper
- You shall keep the company informed in writing, of any change of address, surname, nominees failing which any notice/letter/mail sent by our company to your address / name / nominees / your email address declared at the time of appointment shall be sufficient for the purpose of this contract.
- We have a Quality Management System compliant with ISO 9001 and an Information Security Management System compliant with ISO 27001. You shall abide by the Quality policy and Information security policy in force and comply with the requirements of the QMS and ISMS.

Use of Company's Assets

Protection of the Company's assets is a key responsibility of every person associated with our Company. In the course of your employment with our Company you will be allowed to use the Assets and resources of our Company as per the requirements of your employment. You will be responsible for the proper use, protection and conservation of our Company's assets and resources. You must safeguard such assets against loss, damage, misuse or theft. Care should be taken to ensure that assets are not misused, misappropriated, loaned to others or sold without appropriate authorization. This includes Company properties, assets, proprietary manufacturing process, engineering designs, process technology, application knowledge, financial data, strategies, trade secrets, corporate information and other Company rights. Company assets are to be used solely to pursue and achieve Company goals and not for personal benefit.

The Company has developed procedures and control for usage and protection of company's asset. All are personally responsible for compliance of the procedures.

You shall indemnify the Company if there is any loss or damage of the Company's assets and such loss arises out of your improper usage of the Asset or non - compliance of the procedures.

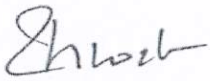
Use of Internet

1. Based on the business requirements, "Internet" connection may be provided to you.
2. This facility is not to be used for private chats, seeking employment or generally browsing. You should ensure that usage of this facility for personal work is restricted to after office hours.
3. You should not visit sites which are pornographic, obscene, objectionable in nature or which are detrimental and objectionable to individuals, colleagues / co-workers or to our Company or to any nation. Disciplinary action would be taken against those found visiting such sites.

Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.

Human Resources are the most important asset of our organization and we take this opportunity to welcome you to the organization and look forward to having you a mutually rewarding, exciting career with us.

For Affinity Express India Private Limited.,



Shweta Gajria
Vice President – Human Resources & Facilities

Affinity Express India Private Limited
CIN: U18101PN1993PTC071893

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Acknowledgement and Acceptance

I have read all the terms and conditions mentioned in this appointment letter. I hereby declare that I have fully understood these terms and agree that they shall remain binding on me during the course of my employment. I have also understood and agree that any change in service rules in future will be binding on me.

As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature : _____

Name : _____

Date : _____

Important Notes

1. *ESIC – The coverage is as per the Employee State Insurance Act 1948. Employees having a gross salary up to INR 21000 per month are covered under ESIC. Employer contribution is 3.25% of gross salary & Employee contribution is 0.75% of gross salary
2. **Night Shift Allowance is payable to O1 to T2 Grade employees in operations who have their work hours in the shifts window of 5 PM - 10 AM IST. The calculation shown above is done considering 22 days night shift working.
3. ***As per the Broadband Reimbursement Policy, the employees will be given a predetermined amount to cover the approximate monthly cost of the use of the internet service for the Company's business use during the permitted work from home. The maximum monthly reimbursement will be INR 1000 per employee upon submission of the monthly invoice. The Broadband service must be minimum 30 Mbps or more of a wired broadband data service
4. ****Employees covered under Pay for Performance (P4P) Category, eligible only post completion of one calendar month of service. The incentive will be governed by the Pay for Performance Plan, the maximum Annual incentive is INR 90000.
5. Transport deduction will be done as per the grade, in case you avail the facility. This deduction will be done from the monthly remuneration.
6. Employee's contribution towards statutory obligations and contribution to non-statutory welfare/employee benefit schemes will be made from the monthly gross remuneration of employee.
7. Bonus will be paid as per the Payment of Bonus Act, 1965.
8. Gratuity will be paid as per the Payment of Gratuity Act, 1972.
9. The organization reserves the rights to amend the policy with proper communication to employees. This might result in a change in the eligibility for allowances/reimbursements.
10. Income Tax liability is an employee's responsibility.

For Affinity Express India Private Limited.,

I accept


Shweta Gajria
Vice President – Human Resources & Facilities

Signature (Sameer Sudheer Mule)

Affinity Express India Private Limited
CIN: U18101PN1993PTC071893

Office No 105, Sai Radhe Complex, Sangamwadi, Pune - 411001
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LETTER OF APPOINTMENT

Date: 11th January 2021

Name: Ms. Komal Dadas

Address: A/103, Bldg. No. 1, Shivparvati Residency,
Central Park, Nallasopara East, 401209

Dear Komal,

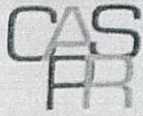
This is with reference to your application and the subsequent selection process. We are pleased to appoint you as a 'Senior Manager' at the *Centre for Advanced Studies in Policy Research Foundation* (hereafter mentioned as 'Organization') effective from February 1st, 2021. Your position is recognized among the top brass of the organization, is full time and permanent.

This appointment has leadership, business, strategy development and administration as its principal responsibility and is contingent upon your performance. You'd be primarily engaged managing the operations of the organization to ensure a smooth functioning. You'd also be responsible for creating formidable leads towards enhancing revenues and developing sound public relations mechanism alongside managing performance of the team. The prime terms and conditions for this position are as below;

- a. Your salary package is of INR 400000/- (Rupees Four Lakh) with additional perks and facilities. The pay would have deduction of professional tax and PF as per the provisions of the act.
- b. Your salary is subject to revision every year based on your performance.
- c. Being at the helm of affairs, your position is been empowered with certain authorities that you are expected to utilize at a wise discretion to enhance the reach-out of the *Organization and all its initiatives/businesses* to establish meaningful & formidable collaborations with its many stakeholders viz, prospective & existing clients, businesses/industries, both internal and external customers, etc.
- d. Your role is perceived to be of a *leader* who'd be able to strategize, plan, execute and develop the portfolio to its fullest potential, with your creative ideas and initiatives.

Centre for Advanced Studies in Policy Research Foundation
S. No. 308, 309, 338, 339, Vision City, Pune – 412106, Maharashtra, India. Email: info@casprindia.org

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- e. You shall be entrusted with adequate autonomy in this regard and shall be termed accountable on the same backgrounds for assessing your performance on a monthly basis.
- f. You would be leading the team and delegating responsibilities for achieving the expected outcomes.
- g. You would be authorized for selection and appraisal of your teammates and their performance. Their role and responsibilities are to be decided by you and so is their continuation/discontinuation. Effectively, the team shall report to you.
- h. You may be entrusted with additional portfolio/s depending on your capabilities, track record of your work and requirements at the *Organization*.
- i. You'd be preserving the organizational data/IPR and would not share it to anyone outside the organization in any event.
- j. You'd be required to adhere and abide to the internal mechanism of functioning/reporting, rules & regulations developed by the *Organization* with due diligence.

Appointment Terms:

- You cannot take any other paid role/assignment outside the *Organization*. This would be termed as a breach of contract.
- Your appointment is subjected to continuous assessment. Failing to serve adequate levels of contribution your appointment can be terminated by the *Organization* with two month notice. In event of resignation by you the notice period is to be also of two month.

Leave Policy:

- Weekly off would be on Sunday.
- You would be entitled to 8 days casual leave and 6 days of sick leave with prior intimation and permission.

You are required to take a print of this document, sign it as your acceptance and send us a scanned copy of in the next 2 days.



Due to this unprecedented situation of pandemic and subsequent lockdown; this letter is issued to you electronically. A hard copy of the same shall be issued to you at the office.

Formalities aside, we are enthusiastic about having you join the institution and are looking forward to working with you.

Sincerely,

Adv. Jayant Kulkarni
President
CASPR Foundation

Mrs. V. Andhalgaonkar
Secretary
CASPR Foundation

President
Centre for Advanced Studies in
Policy Research Foundation

Secretary
Centre for Advanced Studies in
Policy Research Foundation



Copy forwarded for information to;
The Director, CASPR Foundation
The Director, Admin & Finance, CASPR Foundation

Mr. Ketan Prakash Ranteke
S/o Sh. Prakash Ranteke
Indira Nagar, Ganpath Chowk Mal Road
Chandrapur
Phone:-7030764824

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Sub:- Appointment for the Post of Relationship Manager

With reference to your application and subsequent interview, Chawla Publications Pvt Ltd is pleased to appoint you as **Relationship Manager** in our organization under the following terms and conditions.

1. Joining & Remuneration

Your employment will be effective, as on 11th December 2019.

Your CTC would be Rs. 400000/- per annum plus other benefits as per the below given detail.

CTC Detail

Components in Salary	Per month	Per annum
Basic Salary	20000	240000
HRA	8000	96000
Conveyance Allowance	1600	19200
Medical Allowance	1000	9600
Special Allowance	2733	32800
Total Net Salary	33333	400000

*Deductions as per company policy

2. Probation & Reimbursement

You will be on probation for a period of six months from the date of joining. Upon successful completion of the probation period and subsequent performance evaluation, the Cppl will confirm your position or the probation period may be extended at the sole discretion of the management.

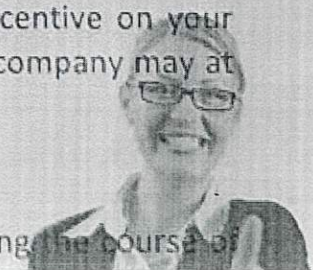
Reimbursement of expenses, Incentives but you will be entitled to incentive on your performance and other benefits will be as per the company policy the company may at its discretion to review or revised the policy at any time.

3. Place of Posting


Your present place of posting will, at present, be at Mumbai but during the course of

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CHAWLA PUBLICATIONS PVT. LTD.



4. Nature of duties
You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

5. Company property
You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

6. Company Policy
The Company shall be entitled to make policies declarations from time to time and may alter the same its sole discretion. All such policy decisions of the Company shall be binding on you therefore you will be required to comply with all such rules and regulations as the Company may frame from time to time.

7. Termination & Resignation

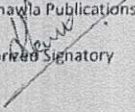

- I) Absence from duties without prior approval of your superior, overstay on leave and unsuitable behavior with superiors or immediate departmental head would result in immediate termination without any notice or intimation.
- II) If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- III) The Company reserves the right to terminate your service immediately without any notice period or payment in lieu of the notice period, if you are proved non-performer or guilty of fraud dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest so you have to strictly obey the Rules & Regulations of the Company.
- IV) During the probation period your services can be terminated at any time with or without notice or payment on either side and without any reasons whatsoever.

8. Notices/resignation
On the resigning from the job you will be required 40 days notice to Company or pay in lieu thereof subject to Management approval and you will stand relieved only on satisfactory completion of service.
Your full and final settlement will be released after 30 days from the date of your last working days only the satisfactory return of company all properties.


9. Law&Jurisdiction
Your employment with the Company is subject to Indian laws. All disputes shall be subject to the Chandigarh jurisdiction only.

We welcome you to Chawla Publications Pvt Ltd look forward to a fruitful collaboration

For Chawla Publications Pvt Ltd
Authorized Signatory

LAW FINDER
Enjoy the unfair advantage



Regd. Office: S.C.O. 4-6, Sector 17-B, Chandigarh - 160 017 Phone No: 0172 2715790
Corp. Office: E-324, Phase B-A, Sector 75, Mohali - 160 055 Phone No: +91 9878777111, 7869894060
www.chawlapublications.com welcome@chawlapublications.com E-mail: chawlapublications@gmail.com



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Date: 5-1

APPOINTMENT LETTER

To,
Shubham Sandip Gite
Bhandarkarroad, lane no.8,
Neelmohar Residency,
Deccan Gymkhana,
Pune - 412306

This is in reference to your interview, you have had with us. We are pleased to appoint you as **Management Trainee – Sales & Marketing**, in our organization with effect from, **01 August 2019**, on the following employment terms and conditions contained in this letter, subject to the Company policies as existing now and as may be amended from time to time. Details of your salary and other terms & conditions are as per the offer letter.

01. PLACE OF POSTING:

Your primary place of posting will be at **Pune**. However, during employment with the Company, you may be transferred to any operating office or location of the Company.

02. COMPENSATION & OTHER BENEFITS:

Your compensation on Total Cost to Company (CTC) basis, as mutually agreed, is detailed in Annexure-1 to this letter. The composition of CTC will comprise of Basic Pay and Incentive. The emoluments / benefits due to you will be liable / subject to accordance with the provisions of the Income Tax Act and Rules made thereunder and also other applicable laws, if any, as may be in force from time to time. Compensation details are strictly confidential between the Company and you, and such confidentiality shall be maintained at all times. Breach of Confidentiality of compensation shall be treated as service misconduct.

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03. CAREER PROGRESSION:

Any increase in your CTC / Compensation in future in the Company shall depend entirely on your efficiency, hard work, good conduct and due compliance with the Company's policies and internal regulations.

04. PROBATION / CONFIRMATION:

You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is discontinued by you, by giving 30 Days of notice period, if failed to serve the period, a month's salary will be deducted from full and final settlement. Where your performance is not satisfactory, your services may be terminated without notice and without assigning any reason and the company's decision in this regard will be final. If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probation period / extended probation period. Confirmation shall take effect only upon issue of confirmation letter and from the date given in the letter mentioned.

05. LEAVES :

You will be eligible for the leaves as per the company policy which will be explained to you at the time of joining. Comp off should be implemented as per comp off policy. If the office will not be closed, it will adjust by the team member of respective site office. You will be expected to work extra hours as and when the need arises without extra compensation.

06. TRAINING & DEVELOPMENT:

You may be required to enroll for certified training courses as per your designational requirement, arranged by our training collaborators or any other institution/organization in India and/or abroad. If the company invests in your trainings, the terms and conditions of the investments shall be decided on a case to case basis and shall be executed only after prior approval and mutual agreement between the candidate and the company management.



07. RESIGNATION:

The employment contract can be discontinued by you by giving **30 days** prior notice, if failed to serve the notice period, a month's salary will be deducted from and final settlement. The Company in its sole discretion will have an option to do the same and relieve you prior to completion of the stipulated notice period, without pay in lieu of the notice period. The full and final settlement will be calculated in the salary cycle after resignation, provided the handover process is done properly.

08. TERMINATION:

Your services are liable to be terminated forthwith without any notice or salary or a Compensation in lieu thereof for any of the following reasons:

- a) Any act of misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" is suspicion of commission of an act involving moral turpitude, any act of indiscipline or inefficiency.
- b) In case particulars mentioned in your application remaining unsubstantiated discussions, papers submitted by you to the Company are found false or certificates/testimonials or documentary evidences submitted by you are found to be false or incorrect and/ or if it is found that you have suppressed and/or withheld any information.
- c) In case you have undertaken any direct/ indirect - full time or part time business or work whether for honorarium or remuneration, without prior written permission of the Company.
- d) If you have participated in any Elections of any kind without obtaining written permission from the Company.
- e) If you have indulged in passage of Confidential Information of the Company to any third party or otherwise, or have willfully and deliberately violated or breached any policies or internal regulations and conduct guidelines of the Company.
- f) In case you are involved in any terrorist, anti - national, anti - social activities. In case you are found guilty / convicted by court / detained by Police.
- g) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as I



voluntarily terminated your employment without giving any notice unless you

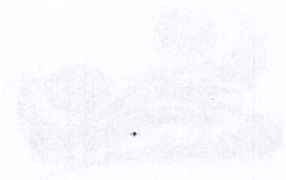
- i. Return to work within 8 days from the commencement of such absence else you are considered absconding.
- ii. Give an explanation to the satisfaction of the Management regarding absence.

09. MEDICAL FITNESS:

Your continuation in service of the Company is subject to your being declared and to be medically fit by a Medical Officer or a Doctor specified by the Company. Management has the right to get you medically examined by a Registered Medical Practitioner, during the period of your service. In case you are found medically unfit, the Company in its sole discretion may terminate your services by giving you one month's notice.

10. DUTIES AND OBLIGATIONS:

- a. You shall strive hard to promote the interest of the Company and shall not undertake any activity of any nature whatsoever which is, construed or deemed to be detrimental and prejudicial to the interest and goodwill of the Company.
- b. The Company expects you to work with a high standard of ethical practice, initiative, efficiencies, during your employment. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- c. You agree to follow & comply with all the internal regulations, guideline policies of the company as existing now may be amended and circulated from time to time due to business exigencies or otherwise.
- d. You will not, unless specifically authorized by your superior officer in writing, give any interview in any newspaper, magazine or write to press or media (print or electronic).
- e. You will not enter into any commitments or dealings on behalf of the Company which you have no express and/or written authority.
- f. You will be responsible for the safe keeping and return in good condition and in the order of all the properties of the Company, which may be in your use, custody or care or charge. For any loss, damage or non-return of any property



voluntarily terminated your employment without giving any notice...

09. MEDICAL FITNESS: Your continuation in service of the Company is subject to your being fit to be medically fit by a Medical Officer of a District Medical Officer...

10. DUTIES AND OBLIGATIONS: a. You shall abide and to comply with the instructions of the Company... b. The Company expects you to work with a high degree of efficiency... c. You shall agree to follow & comply with all the terms and conditions... d. You will not, without specifically authorized by your Employer... e. You will not enter into any arrangements of kind whatsoever... f. You will be responsible for the safe keeping and return of the property...



Company in your possession and care, the Company will have a right, in its discretion, to either take steps to recover the said properties of the Company through the due process of law or recover the original value of all such materials from you.

- g. You will make available the records of communication exchanged through email or phone, if required, in order to safeguard and protect the confidential information of the Company's sensitive information.
- h. Company shall have a further and additional right to take such other actions as it deems proper in the event of your failure to account for or return such materials or property as would be entrusted to you during the course of your employment with the Company or on your direction.
- i. You will intimate in writing to the Management any change of postal address within a week from change of the same, failing which any communication sent to you, on your last recorded address / address as indicated above, shall be deemed to have been effectively served upon you and will amount to service notwithstanding the fact that you have changed your address.

11. CONFLICT OF INTEREST:

- a. You are required to engage yourself exclusively in the work assigned by Relation Group and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Management.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activities which are or shall be in conflict with the interests of Relation Group.
- c. The Conflict of Interest Policy also refers to the need on your part, during employment and for a period of one year from the cessation of your employment with Relation Group (irrespective of the circumstances of, or the reasons for cessation) not to solicit, induce or encourage:
 - i. Any employee of Relation Group to terminate their employment with Relation Group or to accept employment with any competitor, supply or take away any customer or any customer with whom you have a connection.



- ii. Any customer or vendor of Relation Group to move his existing business with Relation group to a third party or to terminate his business relationship with Relation Group.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
 - iv. In case of any conflict or doubt, please discuss the matter with Management, to understand the position of Relation Group and resolve the conflict.
- d. If any employee of Relation group, after resignation, found to have employed any of the parties mentioned in the point (11/c), he/she is liable to pay the amount equal to 50% of his/her CTC offered in newly joined company. The amount payable within the 15 days after you receive the communication regarding the resignation from the company. Failing to do so, the dispute is subject to Pune jurisdiction.
 - e. Covenant Not to Compete. You agree that at no time during the term of employment with the Company will you engage in any business activity which is competitive either with Company or work for any company which competes with Company.
 - f. Non-solicitation. During the term of your employment, and for a period of one year immediately thereafter, You agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with Company.
 - g. Soliciting Customers After Termination of Agreement. For a period of one (1) year following the termination of your employment and your relationship with Company, You shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them. Neither shall you solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom You have called or with whom You became acquainted



the term of your employment, as the direct or indirect result of your employment with the Company.

- h. Injunctive Relief: You hereby acknowledge (1) that the Company will suffer irreparable harm if you breach your obligations under this Agreement; and (2) that monetary damages will be inadequate to compensate the Company for such breach. Therefore, if you breach any of such provisions, then the Company shall be entitled to injunctive relief, in addition to any other remedies at law or equity, to enforce such provisions.

12. CONFIDENTIALITY:

You verily agree and confirm by accepting the offer of appointment that you will disclose the Company's internal information and its various business and operational procedures and details including but not limited to the details of Company's business processes. During the course of your employment, You agree not to work for or provide services to any competitor of the Company. Neither shall you engage in any competitive activity with respect to the Company. Competitive activity includes, but is not limited to, forming or making plans to form a business entity to directly compete with any business of the Company. This provision does not prevent you from seeking or obtaining employment or other forms of business relationships with any competitor after termination of employment with the Company so long as the competitor was in existence prior to the termination of your relationship with the Company and You were in no way involved with the organization or formation of such competitor. You shall not disclose or divulge to any third party, in any form, any confidential information, communications/emails, list and details of customers/clients, technical know-how, financial records, commercial plans, business plans etc, which come into your knowledge or information are of a confidential/secret nature & you will maintain the confidentiality and secrecy of such information, details or processes.

You agree that divulging of any such information or details in part or in whole shall cause irreparable loss and injury to the Company and you shall at all times accordingly ensure that you do not indulge in such things. You hereby confirm and Acknowledge that fully appreciating the said confidentiality and sensitivities of



information, you will not directly or indirectly share or divulge any such information to any third person during the period of your service and for a period of three months after cessation of your employment with the Company in written form or by word of mouth or otherwise.

You acknowledge that the breach of any of the provisions of Clause 11 hereof will cause irreparable loss and harm to the Company which cannot be reasonably and adequately compensated by damages in an action at law, and accordingly the Company will be entitled, to injunctive and other equitable relief to prevent or restrain any breach or threatened breach thereof, action for any such relief shall not be construed to be a waiver of the Company's right in taking action for damages and the Company shall entirely in its sole discretion may also initiate necessary action for claiming damages.

13. POST-EMPLOYMENT OBLIGATIONS:

You by accepting this offer of employment and the terms stated herein do further agree that you will not join any person, firm or organization directly or indirectly in any manner whatsoever which has a business or operation directly or indirectly in competition with the operation and business of the Company within or outside India for a period of two years after the cessation of your employment with the Company.

14. GENERAL:

1. Please submit the following documents, if not submitted earlier;

- a) Class 10 Marksheet
- b) Class 12 Marksheet
- c) Graduation Degree
- d) Post-Graduation Degree (if applicable)
- e) Photo identity document - Aadhaar card/ driving license/ PAN card etc.
- f) Permanent Address Proof
- g) Any other training or certification achieved during the academics
- h) Internship & experience letters if any



2. This appointment letter shall be governed and construed in accordance with the law of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Pune, whether they be civil courts, labor courts, industrial tribunals or any other courts or authorities of whatsoever nature.

Kindly communicate your acceptance by signing the duplicate copy, and returning it to us. This offer shall stand terminated if we don't hear from you unless we choose to extend the offer. We look forward to your joining our team for a long, successful and pleasant association.

Thanking You.

Relation Property Services

Sagar Lendwe

Director – Business Operations

I have gone through all the details and the same are acceptable to me.

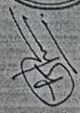
Received by


Date of Jo

Annexure - I		Relation Group We Build Relationships	
DESIGNATION		: Management Trainee	
<u>Particulars</u>		<u>Amount (Rs.)</u>	
BASIC	:	Annually	96000
HRA	:		38400
CONVEYANCE ALLW.	:		9600
SPECIAL ALLW + OTHER ALLW.	:		62400
EFFORT INCENTIVE	:		33600
NET SALARY	:		240000
SALES PERFORMANCE INCENTIVES*	:		140000
GROSS SALARY	:		384000

* Eligibility Criteria:

a) Other incentives include proper grooming, timely reporting, attendance and employee engagement
b) Sales Performance Incentives will be given on Half Yearly Basis

Authorized Signatory: 
Relation Group





Annexure - 1

Title	Mr.
Employee Name	Kunal Kantil Danane
Designation	Research Analyst
Date of Joining	5 February 2019

Salary Headers	Monthly(INR)	Annual(INR)	Comments
Basic	15500	186000	25% to 50 % of Gross Emoluments/Component A
HRA	6200	74400	Derived as % of Basic
Conveyance Allowance	1600	19200	Fixed Component
Medical Allowance / Reimbursement	1250	15000	Fixed Component
LTA	0	0	Leave Travel Allowance 8.33% of Basic (wherever applicable)
Statutory Bonus	1292	15504	8.33% of Basic
Attendance Incentive	2500	30000	100% payable for full attendance as per policy. Deduction as per Attendance Policy.
Shift Allowance	858	10296	Balancing Component
Employer's PF contribution	1800	21600	PF: 12% of Basic, Limited to 1800/-
Component-A	31000	372000	

PLVI	0	0	Performance Linked Variable Incentive
Component-B	0	0	

Employer's ESIC contribution	0	0	** ESIC 4.75% of Gross Emoluments, If Gross On or below 21000/-
Deferred Benefits (Component-C)	0	0	

CTC - Component A + Component B + Component C	31000	372000	Cost to Company
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- * Company transport if availed, is charged at an additional cost as per Transport Policy.
- ** You will be eligible for other floor/process incentives announced from time to time. This extra incentive amount is not fixed & varies as per business plan.
- *** All payments are subject to TDS as per Income Tax Act.
- **** PF Deduction as applicable. Deduction of INR 200 / 175 per month as per PT Law. Other Statutory deductions may apply.
- ***** Employee Insurance Program is as per company policy. The coverage provided under the Employee Insurance Program is subject to change or can be ceased at the discretion of the Management, without prior notice. The decision of the Management will be final and binding.

Confidential Document





The above terms should be read along with the attached Employment Agreement. In the event there is any conflict between this Offer and the Employment Agreement, the terms of the Employment Agreement will prevail.

Please acknowledge this letter as a token of your acceptance to our offer.

Yours truly,

Sharika Bhatte



Sharika Bhatte
Senior Managing Principal
Human Resources
ZDSB Support Private Limited

I, _____,
Accept the aforesaid conditions

Employee Signature

Date: 05 Oct 2020

RefNo: K1220018K121473/44



LETTER OF APPOINTMENT

This Letter of Appointment (**Henceforth referred to as "LOA"**) is entered into on **05 Oct 2020** by and between **K12 Techno Services Pvt. Ltd. ("the Organisation")** having its registered office at Mathikere Bangalore-560054. And **Nikhil Vinodrao Kolpyakwar ("The Employee")** bearing employee code no. **20200000179** residing at Bangalore.

WHEREAS the Employee desires to be employed by the organisation and the organisation has agreed to employ the Employee on the terms and conditions contained herein.

This LOA shall be effective as of the first day of Employee's employment with the organisation.

NOW, THEREFORE, this LOA witnesses that in consideration of the mutual covenants contained therein it is hereby agreed by and between the Parties as under. The term "Parties" refers to the organisation and the Employee collectively, and the term "Party" refers to either of them.

I. Employment

- i. The organisation hereby employs the Employee as **Executive - Learning and Development**. The Employee hereby accepts such employment, subject to the terms and conditions set forth herein.

I. Work Schedule

- i. The official working days shall be Monday to Saturday
- ii. Second and Fourth Saturdays of a calendar month shall be declared as holidays
- iii. The Employee shall work at other schedules apart from what is stated in clause II (i) and (ii) as an when required by the organisation
- iv. The Employee may have to travel at the request of the organisation
- v. The Employee will initially be posted at **K12 Techno Services Pvt. Ltd.** However, the Employee's services shall be transferable to any place in the Country or to any associates/ sister concerns or its subsidiaries

I. Duties and organisation Operations

- i. During the term of this LOA, the Employee shall devote his entire efforts and time to the business and affairs of the organisation and shall not, without the prior written consent of the organisation, be engaged, concerned or interested either directly or indirectly in any other business that interferes with his employment pursuant to this LOA
- ii. The Employee shall be fully aware of and comply with the applicable laws and regulations in performing his services for the organisation and shall always seek to protect and enhance the best interests of the organisation in executing his duties
- iii. During the term of this LOA, the Employee shall ensure compliance familiarization and compliance with all the organisation's policies, rules and regulations, which are being implemented by the organisation

I. Remuneration

- i. The commencing CTC, to be paid by the organisation in consideration for the services by the Employee hereunder shall be Rs **360,000.00** /- per annum, over twelve (12) months, payable in accordance with the organisation's normal payroll procedures and subject to such as may be required

or permitted by the laws in India. The gross salary shall be reviewed as per organisation policy from time to time

ii. **Variable Performance Bonus**

Variable performance bonus will be as per details mentioned in the Appendix to Letter of Appointment

i. **Income Tax**

The Employee is responsible for submission of all the required personal income tax returns and will be liable for all personal tax in accordance with the tax laws in India

i. **Benefits**

i. **Maternity Benefit**

- a. Every employee of the organisation who is a Woman shall be entitled to Maternity Benefit as per the prevailing policy if such an Employee who is a Woman has completed a minimum of one year's service with the organisation
- b. Such an Employee who is a Woman shall be entitled to six (6) month's basic salary

i. **Holidays**

The Employee shall be entitled to Public Holidays as communicated yearly by the organisation and casual leave as per the policy

i. **Probation**

- i. The Employee shall serve a probation period of **06 months** that will be effective from the date he commences duty. The organisation reserves the right to extend the probation period if necessary based on the performance of the Employee. Any extension of the probation period will be confirmed in writing. Else on completion of **06 Months**, the Employee shall be deemed as confirmed

i. **Performance Improvement Program**

- i. The Employee shall be put on a Performance Improvement Program in the event the believes that the performance of the Employee is not satisfactory. The organisation shall give the employee one month's time to improve his/ her performance. In the event, the organisation feels that there is no improvement in the performance level of the Employee, even after the lapse of one month, the organisation shall at its discretion and shall have the right to terminate the employment of the Employee.

i. **Employment Intellectual Property**

- i. Employee agrees to disclose to the promptly any Employment Intellectual Property created by the Employee during the course of his/ her Employment with the organisation which relate to or are reasonably capable of being used in, the business of the organisation or any of its subsidiaries or affiliates. "Employment Intellectual Property" as used herein shall mean any inventions, ideas, discovery, development, improvement or innovation, whether or not recorded in any medium, and intellectual property rights such as (but not limited to) patents, utility, models, petty patents, rights to inventions, copyright and related rights, trademark, trade names and domain names, rights in get-up, rights in goodwill or to sue for passing- off, unfair competition rights, rights in designs, topography

rights, rights in confidential information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications (or rights to apply) for, and renewal or extensions of, such rights and all similar or equivalent rights or forms of protection which subsists now or in the future in India and any part of the world

- ii. All Employment Intellectual Property shall automatically belong to the organisation . To the extent they do not belong to the automatically, the Employee hereby assigns them to the organisation , Should such assignment be ineffective in law, then the Employee shall offer the organisation a right of first refusal at commercially reasonable terms. Employee agrees promptly to execute all documents and do all the acts as may be necessary to give effect to this clause or to confirm its effect. To the extent that these are works in which copyright subsists, the Employee confirms that due to the operation of law, the rights belongs fully to the organisation . However, as an abundant caution and for removal of any doubt, it is clarified that this LOA shall operate to assign any copyright that may come into existence during the course of employment, for its full term, and for the whole world. Moreover, the said LOA shall not lapse even if the assigned rights are not exercised for a year, or even longer

1. Confidential Information

The Employee shall not, either during the continuance of his employment hereunder or thereafter, use to the detriment or the prejudice of organisation or except in the proper course of his duties, divulge to any person, any trade secret or any other confidential information concerning the business or affairs of organisation which may have come to his knowledge or possession during his/ her Employment with organisation .

1. Return of the organisation's Property/ Handover

The Employee shall promptly whenever requested by the organisation and in any event upon the termination of his/ her Employment with organisation, deliver to organisation all the properties that belong to the organisation. The Employee shall also promptly make his/ her handover for the concerned team members

1. Termination

- i. This LOA may be terminated by any time by mutual agreement of the Parties
- ii. The organisation may terminate this LOA at any time during the Employment, with no notice, upon the occurrence of any material breach of this LOA or the occurrence of any misconduct by the Employee, or as a result of any material violation of any policies and regulations of organisation.
- iii. On Probation, termination of Employment can be effected without giving any reasons, by either Party giving 30.00 day(s) written notice or the payment of a sum equivalent to 30.00days salary in lieu of such notice
- iv. Upon confirmation and thereafter, termination of Employment can be effected, without giving any reasons, by either Party giving a notice period of **30.00 days**.
- v. Retirement- The Employee will automatically retire from the services of the on the last day of the calendar month in which the employee attains the age of 58 years

1. Non- Compete

In consideration of the remuneration and benefits given by organisation hereunder and in view of his position in the organisation that would enable him to get access to the trade secrets and other confidential information of the organisation. Employees hereby explicitly agree and commits as follows:

- i. That the Employee shall not attempt in any manner attempt to solicit from any of organisation 's client business of the type performed by organisation or to persuade any client to cease to do business or to reduce the amount of business which any client has customarily done or contemplates doing with organisation or any of its subsidiary, whether or not the relationship with organisation and such client was originally established in whole or part through the Employee's efforts;
- ii. That the Employee shall not attempt to employ, or assist anyone else to employ any person who is employed by the organisation or any of its affiliates and subsidiary ;
- iii. That the Employee shall not any time, disclose to anyone any confidential information or trade secrets of organisation or any client of organisation or utilize such confidential information or trade secrets for the Employee's own benefit, or for the benefit of any third party; or
- iv. That the Employee shall not remove from organisation or make copies of all memoranda, notes, records, computer diskettes/ files or other documents compiled by the Employee or made available to the Employee during the employment concerning the business of organisation and/ or its clients

1. Processing of Personal Information

The Employee specifically agrees that organisation and any of its affiliate and subsidiaries may collect, use, process by computer or other means, transmit domestically and internationally his/ her personal data for all business and other legitimate purposes

1. Restrictions on Acceptance of Interest

During the employment with organisation , the Employee may not directly or indirectly receive or attempt to obtain from any vendor, associate or a person having or intending to establish business relations with organisation , such benefits as compensation, money, gifts, commission or entertainment

1. Restrictions on Conflict of Interest

The Employee shall not, directly or indirectly, hold any significant financial interest, in the form of, such as, but not limited to, loan and borrowing, in any entity, having or intending to establish business relations with organisation or in competition with organisation , without the prior written consent of organisation .

1. Reference checks

The Employment of the Employee in the Company shall be subject to satisfactory fulfillment of the reference checks by organisation .

1. Policies, Procedures and Standard of Conduct

As the Employee of organisation all Employees are required to comply with "HR Policy", "Employee Handbook" as well as the "Sexual Harassment Policy" which has been given to the Employee along with this LOA and shall sign the acknowledgement to that effect. The Employees, during the working hours, shall refrain from consuming tobacco, alcohol, narcotics and/ or any other form of substance abuse. The Employees are prohibited from consuming alcohol or tobacco or any other form narcotics or any other form of substance abuse within the premises of organisation its subsidiary, sister concerns or group, at whichever location, at any time whatsoever

1. Sexual Harassment Cell

Any Employee having faced any instance of sexual harassment within organisation by another Employee shall communicate the same to the sexual harassment cell as constituted by the as per the Sexual Harassment Policy of organisation .

1. Governing Law

This LOA shall be governed by the laws of India and the courts of Bangalore shall have jurisdiction to try and entertain any dispute that may arise between the Parties to this LOA

IN WITNESS WHEREOF, the Parties hereto have carefully read and fully understood the contents of this LOA and have executed this LOA as of the day and year first above written.

For and on behalf of

K12 Techno Services Pvt. Ltd.

Agreed and Accepted by:



Himakiran K

Head - Operations & HR

Date: 05 Oct 2020

Employee: (Nikhil Vinodrao Kolpyakwar)

Date: 05 Oct 2020

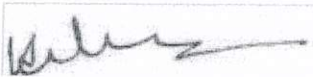
Annexure – I

Name:	Nikhil Vinodrao Kolpyakwar	Code: 20200000179
Components	Monthly Working s(Rs.)	Annual Working (Rs.)
Salary & Allowances (A)		
Basic	15,001.00	180,012.00
House Rent Allowance	8,566.00	102,792.00
Conveyance Allowance	4,961.00	59,532.00
Medical Allowance	750.00	9,000.00
Statutory Bonus	0.00	0.00
Total Gross (A)	29,278.00	351,336.00
Deductions		
Employee contribution to PF	0.00	0.00
Employee contribution to ESIC	0.00	0.00
Profession Tax	200.00	2,400.00
Total Deductions	200.00	2,400.00
Net Salary	29,078.00	348,936.00
Additional Benefits (B)		
Employer PF Contribution	0.00	0.00
Employer ESIC Contribution	0.00	0.00
Gratuity	722.00	8,664.00
Total (B)	722.00	8,664.00
Cost To Company (A+B)	30,000.00	360,000.00
For K12 Techno Services Pvt. Ltd.		

Performance based maximum Annual Variable incentive: INR 0.00

For and on behalf of
K12 Techno Services Pvt. Ltd.

Agreed and Accepted by:



Himakiran K
Head - Operations & HR
Date: 05 Oct 2020

Employee: (Nikhil Vinodrao Kolpyakwar)
Date: 05 Oct 2020

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2:30

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Offer from Nielsen | Finance Hub | Pune

Inbox



Prajnya Shetty 11 Aug 2020

to me, Sudhir



Dear Satyajeeet,

It gives us immense pleasure to take our discussions forward and share the offer with you from Nielsen.

Details of the offer as below. Kindly acknowledge this email and revert us within 24 hours to confirm the acceptance of this offer along with the tentative Date of Joining.

Designation: Revenue Associate

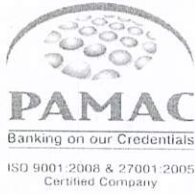
Band: 10

Location: Pune

Compensation: 3.60 LPA

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nielsen		Annexure 2	Location	
Satyajeet Rane	Revenue Associate		10	Pune
Details of Remuneration		Monthly (In Rs.)	Annual (In Rs.)	
Cash Salary				
Basic	40% of Total Base	11,544		1,38,528
HRA	50% of Basic	5,772		69,264
General Allowance	Balancing Figure	8,759		1,05,105
Statutory Bonus	This is as per Statutory standards	1,400		16,800
Total Cash Salary		27,475		3,29,697
Cash Benefits (Reimbursements)				
Leave Travel Allowance	Travel expenditure actually incurred as supported by Vouchers with minimum 5 days of Privilege Leave taken is eligible for Tax Benefit under the IT Act. The balance allowance is treated as cash and taxed.	-		-
Car Fuel & Maintenance	Original Bills for Petrol, Driver's Salary with signed receipt from the Driver & claim expenses in relation to the running & maintenance of the Car if allowed. This is the maximum allowance given by IT as non taxable. The actual non taxable portion will be determined based on the cubic capacity of your car.	-		-
Meal Vouchers	Tax-free Digital Meal Vouchers	-		-
Mobile/Telephone/Internet Expen	These would be towards reimbursements for official usage of telecommunications	-		-
Total Cash Benefits		-		-
Retirement Benefits				
Employer's Contribution to PF	The Employee contributes 12% of Basic salary to the PF A/c. This contribution is made by deducting the amount from the monthly salary. The Company also makes a contribution equivalent to 12% of the Basic salary.	1,385		16,623
Total Retiral Benefits		1,385		16,623
Total Base Salary (TBS)		28,860		3,46,320
Total Gross Cost (TGC)		28,860		3,46,320
Other Benefits				
Gratuity	Basic x 15/312 Gratuity will trigger off with completion of 5 years of continuous services and is governed by the Payment of Gratuity Act, 1972. Calculation is 15 days Basic Salary for each completed year of service.	555		6,660
Insurance Premium on account of GPA, Term Life Cover & GMC (This is an annual Payment incurred by the company)	This is a premium paid by the Company to it's Employees under Group Personal Accident (GPA), Term Life Cover, & Group Mediclaim Policy (reference Group policies which may entail changes time to time and is valid only during your time of service in Nielsen). Amount may vary as per the premium decided during renewal every year	585		7,020
Hypothetical Cost to Company (CTC)		30,000		3,60,000



PAMAC Finserve Private Limited
A-21, Shriram Industrial Estate, 13, G. D. Ambekar Road, Wadala, Mumbai - 400 031, INDIA.
(T) +91 (22) 2419 2200 | (E) info@pamac.com | www.pamac.com

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Employment Letter

30/12/2020

Mr. Ruchi Galpalli

Pune

Dear Ruchi,

On behalf of the Company, it's our great pleasure in offering you an employment as "Financial Analyst". You will be employed with PAMAC Finserve Pvt. Ltd. on the following terms and conditions

Date of Joining	: 30/12/2020
Location & Transferability	: You will be based in Pune; however, based on business exigency you may be relocated by the company anywhere in India or aboard. You may be transferred to a different position or unit/department at the Company pursuant to the requirements of the Company. Additionally, your employment may be transferred, after executing a fresh employment agreement, to one of the Company's subsidiaries or affiliates, pursuant to the requirements of the Company and / or its subsidiary / affiliates.
Remuneration	: Your Total Annual CTC is INR 3,50,013/-. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company policies. Please note that your remuneration is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness. Please refer to the attached annexure.

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Post-Employment	<p>: You will not, for the period of your employment with the company and the Restraint period [i.e., the period of 6 months from the date of the cessation of employment with the company]:</p> <p>A] Canvass, solicit or endeavor to entice away from the company any client or customer(s) of the company, or any person (s), who at any time during your employment, where or are clients or customers of the company, or were in the habit of dealing with the company;</p> <p>B] Solicit, interfere with, or endeavor to entice away any employee of the company; or</p> <p>C] Counsel, or otherwise assist any person to do any of the acts referred to in Paragraphs (a) and (b) of this clause.</p> <p>D] Seek direct or indirect employment with any client organization with whom you have worked during a period of 12 months preceding your cessation of employment.</p>
Probation	<p>: Your employment will be subject to a six-month probationary period. The Company shall have the discretion to extend the probationary period for another term, in which case you will be notified.</p>
Notice of Termination/ Separation	<p>: This contract may be terminated during the period of employment:</p> <p>A] Separation - Either party is required to give a minimum notice of 1 month; in writing or payment in lieu of 1 month gross salary.</p> <p>B] Termination - By the Company without notice, in the event that you have committed an act or acts in breach of the Company's policies and procedures or applicable external codes of practice or laws which is sufficiently serious in the circumstances to warrant your summary dismissal, or you have been guilty of gross misconduct, fraud or dishonesty, neglect of duty or willful disobedience, non-performance and assessment failure in training.</p>
Job Description	<p>: Your duties and responsibilities will be communicated to you by your reporting manager. However, you shall execute and perform all such duties that may be assigned to you by the organization from time to time and the organization reserves the right to vary these at its discretion.</p>
Duties	<p>: In this employment, you will be expected to undertake such duties as the Company shall from time to time determine. Given the ever evolving nature of the Services industry and consequent changes in business needs, the designation, position and duties may be changed at the Company's discretion.</p>
Health Examination	<p>: If required, you will be examined at any time by a Doctor of company's choice for your medical fitness to continue work for the company and opinion of the company's Doctor in this regard shall be final and binding on you.</p>
Background Checks	<p>: The company shall conduct a background verification of your credentials - Residence, Reference. Your employment in this organization will be subject to your background check records being clear and free from ambiguity. In case your Residence Verification is negative your Employment can be terminated without assigning any reason and without any notice. Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.</p>

Retirement	: You will retire from your service with the company on attaining the age of sixty years. However, you may be retired any age before sixty years if you are unable to continue service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. Such early retirement may be given to you by giving a notice of three months. The Company shall not be liable to pay you any extra cost other than the cost payable under your employment agreement. The actual date of retirement shall be the last working day of the calendar month in which your 60 th birthday falls.
Alternative Employment	: Please note that you are restricted from accepting any other employment or carry on any other commercial activity while engaged by us, without our prior specific \written approval. In addition you agree that, while employed with the Company, you shall not perform work or provide services similar to those provided by you to the Company [including as employee, independent contractor, consultant, principal, agent, director, joint venture, partner, trustee, beneficiary], directly or indirectly, for any person or entity that competes with the business of the Company. Further, you shall not either directly or indirectly engage with any of the suppliers, service providers of the Company or earn any separate profit or interest from them. You are also prohibited to receive any kind of benefit in cash or kind directly or indirectly from any of the vendors/service providers.
Leave Policy	: You will be entitled to Leaves in accordance with the Company Leave Policy. Please refer to the detailed policy on the same.
Company Policies, Procedures and Regulatory Requirements	: You must: A] comply with all internal policies and procedures from time to time issued by the company and clients through various communication to its employees; and B] comply with all laws and industry codes of practice relevant to your role with great efficiency, integrity and dedication to duty; and C] obey all and lawful directions given to you by or under the authority of the Company. Your agreement to be bound by this clause is a condition of your employment.
Exclusion of Other Occupations	: During your term of employment, you shall not, without the prior written consent of the company, engage or be concerned either directly or indirectly as principal, agent, director, employee, or otherwise in any other trade, business, occupation or private professional practice.
Confidentiality	: It is a condition of your service to ensure that the organization's policies of maintaining the strictest confidentiality for the remuneration you receive are observed by you at all times. Besides, the terms of this offer detailed above should be treated as privileged information between you and the Company. You understand, accept and agree that the Company may store and maintain the personal details provided by you to the Company at any time during your employment with the Company or terms of your employment with the Company and make use of or share these details for the legitimate purposes, in or outside India.
Protection of Interest	: If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the company, such developments will be fully

	<p>communicated to the company and will remain sole right / property of the company.</p> <p>By signing this employment agreement you assign to the company all proprietary rights including all ownership rights and copyright and the exclusive right to develop, make, use, sell, license or otherwise benefit from any inventions, discoveries, processes and improvements, made by you during your employment with the Company, and agree to execute any further document that is necessary or desirable to give full effect to your obligations in this paragraph.</p>
Whole Agreement	: This Contract supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company.
Non Disclosure Agreement	: I agree- <ol style="list-style-type: none"> 1] to hold inviolate and keep secret and not to at any time, whether during the term of this agreement, or after the termination thereof, without the prior written consent of PAMAC Finserve Pvt. Ltd. , disclose to any person, or use for my own benefit, or make an unauthorized copy of the PAMAC Finserve Pvt. Ltd. Confidential Information. 2] that at the time of termination of my employment with PAMAC Finserve Pvt. Ltd. , I will return to PAMAC Finserve Pvt. Ltd. [and will not keep in my possession, recreate or deliver to anyone else] any and all PAMAC Finserve Pvt. Ltd. Confidential Information belonging to PAMAC Finserve Pvt. Ltd. and/or its clients and all copies thereof in my possession or under my control, together, if requested by PAMAC Finserve Pvt. Ltd., with a certificate signed by me, in form and substance satisfactory to PAMAC Finserve Pvt. Ltd. 3] I shall at all times absolutely and unconditionally hereafter keep PAMAC Finserve Pvt. Ltd. fully indemnified against any losses, damages or claims of any nature whatsoever arising directly or indirectly from a breach of the terms of this clause by me.

In addition to the terms and conditions of this employment agreement, there are other policies & procedures that apply to your employment. The Company for the efficient and fair administration of employment and other business matters formulates these policies and procedures. You must diligently comply with the Company's policies and procedures, as amended from time to time and notified to you.

On behalf of the Company, we extend to you a warm welcome and wish you every success in your career with PAMAC Finserve Pvt. Ltd. Please indicate your understanding and acceptance of the above terms and conditions by signing and returning the duplicate of this employment contract to us.

Yours sincerely,

For and on behalf of

PAMAC FINSERVE PVT LTD



Viraj Raut

Senior Manager - Human Resource

Confirmed and accepted by:

Signature:

Name: Ruchi Galpalli



Compensation Annexure

Compensation Annexure		
Name of the Employee	Ruchi Galpalli	
Designation	Financial Analyst	
Components	Monthly	Yearly
Basic	10470	125640
HRA	5235	62820
Conveyance	1600	19200
Other Allowance	8870	106440
Bonus	872	10464
PF [Co. Contribution]	1361	16332
Employer LWF	6	72
Gratuity	504	6048
Insurance	250	3000
Total Fixed CTC	29168	350013
Annual CTC	350013	
<p>Note:</p> <p>1] Gratuity will be payable post completion of continuous five years of service</p> <p>2] Salary and other compensation components will attract taxes and/or other deductions as applicable</p> <p>3] This is a 3 month contractual job which may get extended as per business requirements</p> <p>4] While 'Work from Home' will be exercised during the project period, but in case of any connectivity/network/system issue you will need to immediately resume work from the office base location</p>		
Offer understood and accepted		
I will join PAMAC Finserve Pvt. Ltd. on :		Signature

Date: July 29, 2022

Employee Name: Panpaliya Sharvari Vinodkumar
Employee ID : 3159510

Dear Sharvari,

OFFER LETTER

With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of **Executive Grade 166** as per below terms and conditions:

Duration of Training: One Year.

Stipend: INR 29167 per month (INR 350000 per annum).

Benefits:

- a. Mediclaim: You will be entitled to Mediclaim for self plus 5 dependent family members as per the company policy.
- b. During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.

You are advised to join us by August 01, 2022. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos.
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



Yours sincerely,
For Johnson Controls (India) Private Limited

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Director – Human Resources

For Acceptance: Name and Signature with date

Congratulations, **Sayalee!** You are our new **Executive - Finance!**

With reference to your internship letter, you have successfully completed your internship **30-Jun-21** that commenced on **21-Dec-20** as an **Consultant - Finance.**

Basis your interest and our evaluation, we are now pleased to confirm your services as **Executive - Finance**, and we are sure that you would be happy to know that your total package has been revised to **INR 343,942/-** with effect from **1st Jul 2021.**

Let's kick-start your tenure here with inductions and trainings with the experts till you turn out to be one. Merkle-Sokrati is fueled by its pursuit of pioneering and re-imagining people-based Analytics and data-driven Marketing solutions. Our proactive teams and codes function as a single entity for spelling success – each person indispensable, each algorithm significant. We strive to keep the Smarts Index beyond the industry benchmarks and in turn, we promise to make your journey at Merkle-Sokrati an experience of your lifetime!

Yours truly,

Ujjwal Diwan

Ujjwal Dhar Diwan
Human Resource

Sokrati Technologies Pvt. Ltd

S.no. 35/2/1/3&4, Deep Complex, 3rd floor, Above Renault Showroom, Pune-Bangalore Highway, Baner, Pune-411004

Website: www.sokrati.com, Board Line – (020) – 66250000, CIN: U72200PN2009PTC145012

Annexure		
A. COMPONENTS OF SALARY	MONTHLY SALARY (INR)	ANNUAL SALARY (INR)
Basic	15,500	186,000
HRA	6,200	74,400
Supplementary Allowance	3,300	39,600
Gross Salary (A)	25,000	300,000
B. DEDUCTION		
Profession Tax	200	2,500
Total Deduction (B)	200	2,500
Total In Hand salary (A-B)	24,800	297,500
C. COMPONENT OF EMPLOYERS CONTRIBUTION		
Medical & Accidental Insurance		20,000
Retention Bonus (Payable after Completion of 12 months)		15,000
Gratuity		8,942
Total Employer's Component (C)		43,942
Annual CTC (A+C)		343,942

Taxation will be governed by the Income Tax Rules.
 The company will be deducting the taxes at source as per income tax guidelines.
 Non-taxable part of your salary is paid only subject to the bills provided by you on monthly basis.
 In case you do not submit the bills, then the reimbursements are paid to you as Special Allowances, which will be part of your taxable income.
 All bonus payments are only applicable to employees who are active at the time of bonus payment date and subjected to company policies communicated time to time.
 *Retention Bonus is a one-time payment component..

Sokrati Technologies Pvt. Ltd

S.no.35/2/1/3&4, Deep Complex, 3rd floor, Above Renault Showroom, Pune-Bangalore Highway, Baner, Pune-411041

www.sokrati.com, Board Line-(020)-66250000, CIN: U72200PN2009PTC145012

Statement of Facts

You will be governed by the following terms and conditions of Service during your employment with Sokrati Technologies Private Limited (hereinafter referred as the "Company"), and that may be amended from time to time.

Probation

You will be on a probationary period of six months from the date of your joining; where your services are found satisfactory at the sole discretion of the Employer your services will be confirmed. This period may be extended at the Employer's discretion and at any time if your work or conduct is not found satisfactory your services may be terminated without assigning any reason.

Duties

- During working hours, you shall use your best energies and abilities to serve the Company faithfully. You shall comply with the rules, regulations and procedures as notified by the Company in letter and spirit.
- During working hours, you shall entirely devote your time, attention and abilities to the business of the Company.
- You shall not, without the company's prior written consent be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the company. You shall, however, undertake honorary work of social or charitable nature, literary, artistic or scientific character only with the express written permission of the competent authority.
- During your employment, you shall not directly or indirectly engage in any conduct adverse to the best interests of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Conduct

- You shall always maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- You shall, honor and comply with all rules and Regulations of the Company and statutory requirements, in letter and spirit.

Leaves

- You will be eligible for 18 working days Personal leaves (pro-rated based on Joining date), 12 working days Sick Leaves per year apart from Mandatory holidays and Optional holidays declared by the Company.
- Interns shall be eligible for Mandatory Declared Holidays and Sick Leaves during internship. Upon being confirmed, however, other leave types will be applicable as usual.
- Balance Personal Leave, which remains unutilized as on 31st December (up to a maximum of 10) can be carried forward for the next year. None of the leave components can be encashed.

Mediclaime

- You shall also be eligible for Merkle-Sokrati's Mediclaime policy as under:
 - o Group Medical Coverage: This is a group medical insurance cover for employees during their employment with a total floating medical cover of INR 3,00,000 per annum covering self, spouse, and two children.
 - o Group Personal Accident: an insurance cover wherein, in the event of the employee sustaining bodily injuries resulting solely or directly from an accident by any violent and visible means, during their employment with Sokrati, results into total and permanent disablement.

Confidentiality

- You shall maintain utmost secrecy regarding confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes and finances, dealings with information relating to suppliers, employees, agents, distributors and customers.
- You shall not, during your employment and always thereafter directly or indirectly disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- You shall not take copies of confidential documents or information for your own purposes. Upon termination, you shall return to the Company all documents, records, accounts in any form (including electronic, mechanical, photographic, and optical records) relating to matters concerning the business or dealings or affairs of the Company.
- You shall not during your employment and always thereafter do or say anything that may directly or indirectly damage the business of the Company.
- You shall maintain utmost confidentiality regarding your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to.
- After the termination of this agreement, you shall not make use of any confidential information to solicit current or future customers and employees of Company.

Non-Compete

For good consideration, and in consideration of you being employed by the Company, upon termination of your employment (notwithstanding the cause of termination) with the Company, you shall not compete with the business of the Company, or its successors or assignees.

The term "not compete" as used in this agreement means that you shall not, directly or indirectly, solicit any customer or employee of the Company, disclose any data or processes or technical know-how to any firm engaged in a business substantially similar and / or competitive with the Company. This non-compete agreement shall remain in full force and effect for 1 year commencing from the date of your separation from the Company.

Sokrati Technologies Pvt. Ltd

Assignments/ Transfer/ Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / transfer / assignments to sister companies, associate companies, or other locations or third parties whether in India or abroad. You shall not, directly or indirectly without the specific approval from the competent authority enter into an agreement or undertaking with any customer to whom you are assigned/ seconded/ deputed.

Intellectual Property Rights

All intellectual property rights including but not limited to, patents, copyrights, designs, trademarks, inventions and semiconductor chips developed / created by you during office hours or during your employment with the Company or using the company infrastructure or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be "work made for hire". You shall at all times execute / sign documents for the purpose of assigning such intellectual property as and when required by the company.

The Company reserves the rights to proceed legally against you and recover damages, where such intellectual property is sought to be protected by you.

Termination of employment

- During probation, your notice period will be for 30 days on either side. After confirmation of employment will be liable to termination by 2 months (60 days).
- The company reserves the right to taking suitable actions up to and including non-clearance Full & Final in case of Non-compliance in serving notice period. In case of performance termination, the Company is not liable to serve the notice period for termination.
- Unauthorized absence or absence without permission from duty for a continuous period of more than 3 working days would make you lose your lien on employment. In such case the employment contract automatically come to an end without any notice of termination.

Acceptance of the candidate

Full Name:

Signature

Sokrati Technologies Pvt. Ltd

Date: 11th May 2020

To

Amit Sharma

Ward No. 12 , Phool Ganj, Banmore,
Bamaur Khurd, Morena, Madhya Pradesh - 476444

Email: amitsharma3514@gmail.com

Contact No.: +91-9399989818

Dear Amit,

Further to our discussions to date, we are pleased to offer you employment with PRGX India Private Limited ("PRGX India") on the terms and conditions set out below in this Offer of Employment.

If you accept employment on these terms, please signify your acceptance by signing in the space provided and submit one copy of this document to the at PRGX India Pvt. Ltd., 4th Floor, M-Agile, Pan Card Club Road, Pune, Maharashtra – 411045, India by 12th May 2020.

1. **Position**

You will be designated as Support Analyst at PRGX India.

As an employee of PRGX India, you will be required to serve in the Pune office of PRGX India (4th Floor, M-Agile, Pan Card Club Road, Baner, Pune, Maharashtra – 411045 or such other office of the city. However, if need be, you may be required to visit and work at other PRGX India offices globally.

2. **Date of Commencement**

Your date of commencement of employment with PRGX India will be on or before 18th July 2020.

3. **Compensation**

3.1 You shall be paid total emoluments of INR 320,000 per annum. These total emoluments shall include all pay, allowances, benefits, and contributions made to you and/ or on your behalf and are reckoned with reference to the cost to the company.

An illustrative break-up of your Gross Salary and estimated deductions is provided in the annexure.

Your emoluments will be subject to such statutory and legal deductions as may be applicable from time to time.

PRGX India will provide you with Insurance cover under a Group Insurance Policy as negotiated with an insurance company in addition to Employee State Insurance Policy.

Performance reviews will be conducted every six months. Salary reviews will be conducted on an annual basis where matters such as your performance, company profitability and general market conditions will be assessed. No employee will be entitled to an automatic annual increment.



4. **Duties**

As a member of PRGX India, you will participate in a variety of projects and roles related to PRGX India's overall responsibilities, specific responsibilities, overall goals and job profile will be informed to you in detail upon joining.

You may acquire a range of skills assisted by us as required for performing your job. You will be expected to carry out your duties of the position being offered to you, duties as assigned to you from time to time and all incidental duties in a diligent, timely and competent manner.

- 4.1 While employed with PRGX India, you will not be engaged in any other form of employment without the prior approval of PRGX India.

5. **Working Hours**

- 5.1 Your working week will consist of 45 working hours. However, you may be required to work such hours as are necessary to meet business needs. Your salary and benefits shall be worked out according to PRGX India policies.

6. **Leave & Holidays**

- 6.1 Entitlement for paid annual leaves shall be in accordance with the applicable labor laws in India and PRGX India's policies as decided from time to time.
- 6.2 Prior sanction of any leave, except sick leave, is mandatory.
- 6.3 In addition to annual leave, employees are entitled to the holidays in accordance with PRGX India policies.
- 6.4 Accrual and treatment of leave will be in accordance with the applicable policies of PRGX India.
- 6.5 Maternity leave as per the Maternity Benefit Act, 1961, and paternity leave will be allowed to eligible employees according to PRGX India policies.

7. **Abandonment and Termination of Employment**

- 7.1 Should you fail to attend work for 3 consecutive days without notifying PRGX India and without cause, you will be deemed to have abandoned your employment forthwith.
- 7.2 Either party may terminate the employment by giving an advance written notice of 60 days to the other party, however, during the first 6 months of employment, which period shall be considered as the probationary period, either party may terminate the employment by giving an advance written notice of 30 days to the other party. PRGX India Pvt Ltd.'s Management solely reserves the right to terminate employment on payment in lieu of the notice period. Employee doesn't have right to terminate employment on payment in lieu of notice period.
- 7.3 Notwithstanding clause 7.1 and 7.2, PRGX India may terminate your employment without notice in the event of serious misconduct by you.



8. **Expenses**

- 8.1 PRGX India will reimburse the expenses incurred while on official PRGX India business. All claims made through standard claim forms and include receipts and vouchers. Should you be in doubt justifies an allowable expense you should discuss this with your immediate manager prior to incurring an expense.

9. **Confidential Information**

- 9.1 It is the policy of PRGX India to maintain the rights of any party with whom you have confidential proprietary rights agreement. You will not disclose to PRGX India or induce PRGX India confidential proprietary information of others. By accepting this Letter of Employment, you certify to PRGX India that you do not have any existing obligation to others that might be inconsistent with any of the provisions of this Letter of Employment.
- 9.2 You agree and acknowledge that, during the term of your employment with PRGX India, you will have access to Confidential Information. You understand and acknowledge that access to the Confidential Information has been provided to you solely as a consequence of your employment with PRGX India to enable you to optimize the performance of your duties to the Company. For the purposes of this Letter of Employment, "Confidential Information" means all information or data, to which you have or to which is available to you directly or indirectly, whether in writing, oral, graphic, visual or tangible, intangible or electronic form, including, without limitation, any and all information owned by PRGX India, its affiliates and/or its client's whether past, present, or future, financial information, projections, costs and prices, details of suppliers, employees, and consultants (past, present, or prospective), technologies, technical and business strategies, marketing, pricing and other strategies, trade secrets, Intellectual Property Rights (defined later), as well as any such information not generated by PRGX India or received from others that you are reasonably expected to treat as confidential. Such information has been expressly designated as confidential or otherwise.
- 9.3 You understand and acknowledge that the Confidential Information is of immense value to PRGX India and its present, past or prospective clients. You understand that any use or disclosure of Confidential Information including any inadvertent disclosure can cause immense and irreparable loss, damage and injury to PRGX India and its reputation and hence undertake to keep such information confidential and use it solely in the manner expressly authorized by PRGX India.
- 9.4 You agree and undertake that at all times during the term of your employment and the termination of your employment for whatever reason, to hold in the strictest confidence, and except for the benefit of PRGX India, and absolutely refrain from in any manner divulging, disclosing or in any manner directly or indirectly using the Confidential Information without the express authorization of PRGX India's Board of Directors or any person empowered by the Board of Directors on its behalf. In the event you are unsure of the nature of certain information, you undertake to treat such information as Confidential Information unless specifically informed to the contrary by the Company.
- 9.5 You agree that you will not, during your employment with PRGX India, improperly use or disclose former Employer information and that you will not bring onto the premises of PRGX India, any confidential document or proprietary information belonging to any such employer, person or entity unless specifically authorized to do so in writing by such employer, person or entity. For the purposes of this clause, "Former Employer Information" means any proprietary information or trade secrets of any former or current employer, person or entity.

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- 9.6 You recognize that PRGX India has received and in the future will receive information from third parties. You agree to hold all such Third-Party Information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it except as necessary in carrying out your work for PRGX India, consistent with PRGX India's agreement with such third party. For the purposes of this clause, "Confidential Information" means confidential or proprietary information received or to be received by PRGX India or third parties subject to a duty on part of PRGX India to maintain the confidentiality of such information and to use it for certain limited purposes.
- 9.7 You shall indemnify and hold PRGX India insulated/ protected against any loss, harm, damage or expense incurred by PRGX India and/or any third party who is the owner of such Confidential Information, arising from the use, misuse or disclosure of such Confidential Information for any purposes other than those permitted by PRGX India. You understand that PRGX India may not be adequately compensated in the event of a breach of any obligation set out herein and therefore in addition to any other relief, which may be available to PRGX India, PRGX India shall be entitled to seek equitable relief of any kind including injunctive relief against you.
- 9.8 The obligations set out in this Article 9 shall survive the termination of your employment for whatever reason.
10. **Intellectual Property Rights**
- 10.1 For the purposes of this Article 10, (a) "Intellectual Property" means all forms of intellectual property subsisting under the laws of India and all analogous rights subsisting under the laws of other jurisdictions and shall include any product or process of the human intellect whether registrable as patents, trademarks, copyrights, designs or otherwise such as an invention, expression or literary creation, unique name, trade secret, business method, database, industrial process, computer program, source code, software, presentation; and (b) "Prior Intellectual Property" means all Intellectual Property that was owned or created prior to your employment with PRGX India.
- 10.2 You undertake to attach hereto as Exhibit 'A' a list describing all Prior Intellectual Property that you own, (i) that relate to PRGX India's proposed business, products or research and development, and (ii) that are not assigned to PRGX India. In the event that no Exhibit 'A' is attached hereto, you represent and warrant that there is no such Prior Intellectual Property. You agree not to incorporate, or permit to be incorporated, any Intellectual Property owned by you or in which you have an interest into PRGX India's product or service without PRGX India's prior written consent. Notwithstanding the foregoing, if during the term of your employment you incorporate into PRGX India's product, process or service Prior Intellectual Property owned by you or in which you have an interest, you undertake to grant PRGX India a non-exclusive, fully paid up, irrevocable, perpetual, worldwide license to make, have made, modify, use and distribute such Prior Intellectual Property as part of or in connection with such product, process or service, and any method related thereto.
- 10.3 You acknowledge that all Intellectual Property whether protectable as a copyright, trademark, trade name, design or otherwise, including Intellectual Property which you solely or jointly conceive or reduce to practice or cause to be conceived or developed or reduced to practice, during the term of your employment, shall belong to PRGX India absolutely and PRGX India alone, at its sole discretion and shall have the right to exploit any and all of the said rights by any means throughout the world during and after the term of your employment. You shall not have nor claim any right in any of the aforementioned

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Property in any manner whatsoever. You further understand and agree that the decision whether to commercialise or market the Intellectual Property is within PRGX India's sole discretion.

- 10.4 You hereby irrevocably and unconditionally waive any and all moral rights or any rights of invention under any law in any jurisdiction in and to any and all material written, created or devised by you solely or jointly and pertaining specifically to the operation or business of PRGX India or result suggested by anything which you shall have done pursuant to your appointment with PRGX India or material written, created or devised by you which is not related to the business or operation of PRGX India.
- 10.5 You acknowledge that your emoluments include compensation for the confirmation and the assignment to PRGX India of all Intellectual Property created by you.
- 10.6 You shall do all acts, deeds and things including execution of necessary documents without compensation but at the cost of PRGX India for fully and effectively vesting in PRGX India the Intellectual Property which you solely or jointly conceive or develop or reduce to practice or which may be conceived or developed or reduced to practice, during the term of your employment; in all countries, including, but not limited to, the disclosure to PRGX India of all pertinent information with respect thereto, the execution of all applications, specifications, oaths, assignments and instruments that PRGX India deems necessary in order to apply for and obtain such rights and assign and convey to PRGX India, its successors, assigns, and nominees the sole and exclusive right, title and interest in and to such Intellectual Property.
- 10.7 You hereby irrevocably appoint PRGX India as your attorney for the purpose of executing in and on behalf of you, all such deeds and documents as may be required pursuant to this Article 10.
- 10.8 The obligations set out in this Article shall survive the termination of your employment.
- 10.9 At the request of PRGX India, or on termination of your employment or on your resignation, you shall deliver to PRGX India all the materials like papers, notes, data, reference material, sketches, memoranda, documentation, software, tools, apparatus and any other material prepared or used in whole or in part by you or in your possession at any time during your employment with PRGX India even thereafter.
11. **No Solicitation**
 - 11.1 During and for a period of one (1) year after the resignation or termination of your employment with PRGX India, you shall not entice away from PRGX India any person who has been in employment or under consultation or under apprenticeship. Further you shall not solicit or seek or attempt to solicit clients or carry-on business with any person, firm or company who has at any time during the period immediately preceding the termination of your employment, carried on business with PRGX India without the prior written permission of PRGX India.
12. **Company Policies**
 - 12.1 You will be required at all times to comply with all policies and manuals issued by PRGX India from time to time. You are also required to follow a professional code of conduct, as communicated to you by example, or via written code of conduct.



12.2 Further details of all schemes and policies referred to in this letter can be obtained from Resources Department, on request.

13. **Formalities on Joining Date**

Please ensure that you report for work on or before the date of commencement indicated offer is subject to verification of original certificates of educational qualifications and other listed below. It is also subject to a background check that we may choose to conduct at our di the time of joining, you are required to bring the following:

- Original Certificates of all Educational Qualifications, with one photocopy of each
- Proof of age, Passport, PAN card, and Driving License
- Relieving letter from all past organizations and latest salary slip from your last or current o (if working).
- Three passport size photographs with business attire
- Aadhaar Card original copy
- Proof of current address, if different than current address

The elements of this offer are personal and specific to you, and accordingly, we do not consider them to be shared with the general public. Please note that this offer is subject to successful clearance of I and other pre-employment screening conducted by the company. In case background verifica unsatisfactory, your services are liable to be terminated with immediate effect without assigning an notice thereof.

We sincerely hope that you will accept this offer Please sign one copy of this offer letter in the spac below as your formal acceptance of this employment offer and send it to us.

If you have any questions about any of the elements of this offer, or would like to discuss the job furt do not hesitate to email at India.Director@prgx.com.

Yours sincerely,

For PRGX India Private Limited

Chhavi Sinha
Associate Director – India Human Resource



ACCEPTANCE OF OFFER

I, _____, acknowledge that I have read this Offer of Employment and in the space below I hereby accept the offer and agree to be bound by all the terms and conditions set
My date of commencement of employment with PRGX India will be _____.

Date: _____

Signed: _____
Amit Sharma

Permanent Address:
Ward No. 12 , Phool Ganj, Banmore
Bamaur Khurd, Morena, Madhya Pr
476444

Email: amitsharma3514@gmail.com
Contact No.: +91- 9399989818

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Illustrative Break up of Salary (in INR 320000)

	Annual	Month
<i>Earnings</i>		
Basic	144000	12000
HRA	72000	6000
Conveyance	19200	1600
LTA	24000	2000
Internet Allowance	6000	500
Bonus	21600	1800
Special Allowance	11600	967
Employer Contribution to PF	21600	1800
Earning	320000	26667
<i>Deductions</i>		
Professional Tax	2500	200
Provident Fund (Company Share)	21600	1800
Provident Fund (Employee Share)	21600	1800
Deduction	45700	3800
Net Take Home Before Tax*(Earning - Deduction)	274300	22867
CTC	320000	

Note:

1. The above figure of CTC does not include gratuity, leave encashment, insurance, and ESI contr
2. ESI (Employee's State Insurance) may also be applicable to individual employees as pe regulations.
3. The amount of income tax will be determined as per Income Tax Act, 1961.
4. Net pay for the month will be credited to employee's salary account on or before 7th of next m policy of the company. All employees will have respective salary accounts in a bank as deci company.



NEW YORK | ORLANDO | JACKSONVILLE | DENVER | BOCA RATON | PUNE

DR - BPS/RH6522364/206563/Pune/December/V0

PRIVATE & CONFIDENTIAL

DATE: December 21, 2020

**Ms. Yashika Satish Sharma,
Plot No.7, Surbhi Nagar,,
Bhusawal**

Dear Yashika Sharma,

Welcome to **Digital Risk**

It was a pleasure meeting you to explore a career opportunity with Digital Risk–IT/ITES Division.

Based on our discussions, we are pleased to offer you the position of Trainee-Underwriter, in Band 5, Level 1 with our organization. The gross compensation will be **INR 3,00,000/- (Three Lakhs rupees only)** per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Digital Risk is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values.

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

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

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on December 28, 2020. Please keep your recruiter informed, in case of advancement in the joining date.

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

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Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Surye No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



24-December-2019
Shubham Sudesh Singasane
singasaneshubham@gmail.com
Flat no-204, Dhanvantri Building,
MIT College Road
Pune - 411038

Dear Shubham,

We are delighted to offer you employment with Northern Operating Services Private Limited as **Analyst** in our **Global Reconciliations** Department within the **Global Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. - SEZ, Pune - 411 014 ("Northern") and Shubham Sudesh Singasane of Flat no-204, Dhanvantri Building, MIT College Road, Pune - 411038.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



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Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089



SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200

9. Salary

Your Annual Fixed Pay will be ₹ 265,198, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in Annexure I.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be liable to provide you with any benefit of the same or similar kind or to pay any compensation in lieu of such benefit. Please refer to the Northern Trust India Employee Handbook for further information.

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10-08-2021

Ms MAITREYEE INGLE
Phone number - +91 7020424632
Email - maitreyeeingle871996@gmail.com

Dear MAITREYEE,

Further to our discussions, the following is a summary of terms and conditions applicable to your association with Whitehat Education Technology Private Limited ("Company"). Once you accept this offer, the terms will be crystalized in the form of an employment agreement.

1. Position: You will be employed in a full-time position, as "Executive - User Engagement" for India - IND. Your Primary duties will include, not limited to:

- You will be responsible for and additionally for

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties.

2. Date of Joining: Your date of joining the employment will be not later than 12-08-2021, after which date we shall have the unilateral right to terminate this offer.

3. Compensation: You will receive a fixed yearly compensation of INR 300000/- (Indian Rupees Three Lakhs Only) on a cost-to-company basis, subject to applicable taxes and all statutory deductions ("Compensation"). The fixed component of the Compensation will be paid on a monthly basis beginning your appointment. The company reserves the right to allocate any shift or transfer you to a different shift schedule, based on exigency. You will be eligible to receive your first monthly compensation only if you serve the company for minimum 10 days from the date of joining. Failing so, the company will not be liable to pay any compensation to you.

4. Confidential Information: You hereby represent and warrant that, at all times, you will maintain confidentiality with respect to all and any information relating to the Company ("Confidential Information"). You will not, either directly or indirectly, make any disclosure of Confidential Information to any third party, or make any use of Confidential Information, for your own benefit or the benefit of any third party, without the Company's prior written consent. You shall maintain proper and secure custody of the Confidential Information to which you may be privy and shall use your best endeavors to prevent the use or disclosure of the Confidential Information by or to third parties.

Post the acceptance of the offer letter, the Company reserves the right to share with you certain information in respect of the Company's product and services as well as its operations which are non- public and proprietary in nature. You are hereby obligated to protect the confidentiality of such information at all times regardless of your joining the employment of the Company.

5. Exclusivity: You will not enter into any employment or discussions with any potential employers for a period of 30 (thirty days) after the date hereof.

This employment offer shall be subject to you agreeing upon the following terms and conditions, jointly and independently binding upon you totally.

A. At Will: Being applauded and accepted by you at your own will and has explained about the working methodology in the epidemic/pandemic and force majeure.

B. Infrastructure: It is declared and accepted by you about having requisite infrastructure to perform your duties from any location other than the work place. Infrastructure means laptop/desktop with required configurations, updated RAM, working dongle for data connectivity, video and audio features.

C. You have agreed upon to perform as per the existing or change of any performance targets/ KRAs/KSAs during COVID 19 situation and or otherwise and failing which the said employment will come to an end without honorarium or implications, liabilities and accountability of any Government notification for pandemic/epidemic and force majeure in nature existing or may come in future.

D. Any litigation, grievances and disputes with regards to this will be treated null and void, which you declare at your wish and will.

WHITEHAT EDUCATION TECHNOLOGY PRIVATE LIMITED

Registered Office Address: 02B-139,Wing-A, 2nd Floor, WeWork Chromium, Near L&T Flyover, Milind Nagar, JVLR,
Mumbai- 400072, Maharashtra, India. email: info@whitehatjr.com CIN: U74999MH2018PTC315690

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For Whitehat Education Technology Private Limited

Kar Bajaj

Karan Bajaj

Date: 10-08-2021

Place: Mumbai

MAITREYEE INGLE

Date:

Place:

WHITEHAT EDUCATION TECHNOLOGY PRIVATE LIMITED

Registered Office Address: 02B-139, Wing-A, 2nd Floor, WeWork Chromium, Near L&T Flyover, Milind Nagar, JVLR,
Mumbai- 400072, Maharashtra, India. email: info@whitehatjr.com CIN: U74999MH2018PTC315690

Annexure 1: Compensation Break Up

(All figures in Indian Rupees)

(Subject to Tax Deducted at Source as per applicable laws)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Salary Allowances A		
Basic	120000	10000
House Rent Allowance	60000	5000
Leave Travel Allowance	60000	5000
City Compensation Allowance	38400	3200
Gross	278400	23200
Additional Benefits B		
Provident Fund	21600	1800
Cost To Company	300000	25000

Please Note:

Employee contribution to PF will be deducted from employee's gross pay.

Employee can select Flexi Benefit Plan components listed in Annexure -2 based on eligibility subject to availability of the amount in

Supplementary Allowance.

Standard tax liability will be incurred as per government regulations on income.

Description of components is mentioned in Annexure 2.

Benefits:

Benefit	Coverage	Sum Insured
Group Term Life Insurance	Employee	3 times employee's Annual Fixed Pay
Group Personal Accident Insurance	Employee	3 times employee's Annual Fixed Pay

WHITEHAT EDUCATION TECHNOLOGY PRIVATE LIMITED

Registered Office Address: 02B-139, Wing-A, 2nd Floor, WeWork Chromium, Near L&T Flyover, Milind Nagar, JVLR, Mumbai- 400072, Maharashtra, India. email: info@whitehatjr.com CIN: U74999MH2018PTC315690

04-May-2021

Krishna Vaman Chavan

Chavan Niwas

Javalga Latur - 413512

India

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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 **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Weikfield** 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 **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,93,325 (Indian Rupees Two Lakh, Ninety Three Thousand, Three Hundred And Twenty Five 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 **05-May-2021**.

Place of work: Your place of work will be **Pune - Weikfield**. 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.

AUSTRALIA
BOSTON
CANADA
CHINA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

Candidate's Name & Signature

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Annexure II			
Name	:	Krishna Vaman Chavan	
Title	:	Associate - Ops	
Role Band	:	A	
BU/EU	:	Diversified Business Unit	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		9,375	1,12,500
House Rent Allowance		4,688	56,250
City Compensatory Allowance		2,361	28,337
Sub Total - I	A	16,424	1,97,087
Bonus / Incentive (4)	(a)	2,390	28,675
Company's contribution to Provident Fund (1)		1,408	16,900
Company's contribution to ESI (3)		611	7,337
Sub Total - II	B	4,409	52,913
Total Fixed Pay	C = A + B	20,833	2,50,000
Bonus / Incentive at Maximum Level (4)	(b)	6,000	72,000
Gross Pay (CTC) at Minimum Level	D = C	20,833	2,50,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	24,444	2,93,325
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2)The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

Accepted and Agreed

Candidate's Name & Signature

Date: Jun 03, 2022

Mr. Vivek Vilas Gulhane

Dear Vivek,

We have pleasure in appointing you as Process Analyst, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as but not later than 06-Jun-22.

2. Salary

Your compensation will be **Rs. 276558 /-** (Two Lakhs Seventy Six Thousand Five Hundred and Fifty Eight Rupees Only) per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. Rs. 10000, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by '30 days' notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '60 days' notice by either party.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



BNY Mellon International Operations
(India) Private Limited
CIN: U72900PN2004FTC022163

SEZ Unit: Block 3, Floor 6, DLF IT
Park, Nandambakkam Post,
Ramapuram, Mount-Poonamallee
Road, Chennai – 600 089 India

Registered office:
Level 1, Tower S3, Cybercity,
Magarpatta City, Hadapsar,
Pune – 411013, India

T+ 91 20 3044 3000
F+ 91 20 3044 3001

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Date: 03-Jan-2022

To Whomsoever It May Concern

This is to confirm that **Ashish Gopal Dongare (Empl ID: 000335106)** was employed by BNY Mellon International Operations (India) Private Limited from **21-Dec-2020**. Ashish Gopal Dongare's last date of employment is **22-Nov-2021**.

Ashish Gopal Dongare's most recent position was **Rep, Tax Reporting Compl** in **TAX RECLAIMS INDIA** Department.

Sincerely,
BNY Mellon International Operations (India) Private Limited

(This is a computer-generated letter and does not require any further authentication, seal or attestation.)

Note-For any query or employment verification please call @ +91-20-6621-7601, + 91-44-4907-0601

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5. **Hours of Work**

Your normal working hours are nine hours a day, Monday to Friday, including a break for lunch of 30 minutes to be taken by arrangement with your Manager. You will be advised of any changes to your normal working hours by your Manager.

It is possible that business needs may require you to work additional hours in order to fulfill your duties. In this role you will be entitled to claim overtime for hours worked outside of your normal working hours. Details of overtime will be provided separately.

The Company may, by means of written notice to you, vary the normal start or finish times according to business needs.

6. **Probation Period**

Your employment is subject to a probation period of six (6) months from your date of commencement. This may be extended by the Company at its sole discretion. If the Company decides to extend your probation period, you will be informed in writing. The probation period will be suspended for any period during which you are absent from work for any extended period of time. During the probation period, your employment may be terminated at any time by you or the Company by giving **one (1) month's** written notice. The Company reserves the right to terminate your employment during the probation period by means of payment of wages in lieu of notice.

Your manager will review your performance during the probation period. If you complete your probation to the satisfaction of the Company, your employment will be deemed to be confirmed at the end of the probation period. Your employment will continue in accordance with the terms and conditions of this Contract and the probation period will count as part of your length of service with the Company.

7. **Remuneration**

The Company shall pay to you:

A salary of **INR 260,000** gross per annum. This will be paid in 12 monthly instalments of **INR 21,667**. The Company's annual salary review normally takes place in July. This may be changed, subject to business needs. The review of salaries does not mean that there is any entitlement to an increase in wages.

You may be eligible to participate in an Incentive Plan. Your manager will advise you if you are. Awards under this plan are made following the guidelines in the Plan description. To be eligible to receive awards from this incentive plan, you must be employed by the Company on the date of the payment or grant of the award. The Company reserves the right to vary, replace or rescind the Incentive Plan and its rules, in its absolute discretion.

The Company reserves the right to deduct any monies due from you to the Company at any time from your wages payment to the maximum extent permitted by the law. The Company will make all statutory tax and insurance deductions from your wages as required by law. Any tax payable upon any remuneration arising from your employment is for your account.



The ICFAI Foundation for Higher Education

("Deemed University" under Section 3 of the UGC Act, 1956)

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Ref No: Appt/HR/FTP/20/9972

January 27, 2020

Mr Nagesh Mallesh Kale,
Flat No. 401, Balaji Residency,
New Ahiregaon lane,
Warje Malwadi,
PUNE - 411 052
Cell No. 9923705493

Dear Mr Nagesh Mallesh Kale,

We are pleased to inform you that based on your application and the subsequent interviews you had with us, we offer you the position of "Marketing Officer" on contract basis initially up to February 29, 2021 on the following terms and conditions. The tenure of your contract of employment may be reduced if considered necessary or may be renewed on its expiry subject to your satisfactory performance.

1. EFFECTIVE DATE OF CONTRACT:

The terms and conditions governing this appointment will be effective from the date of your joining. You are required to report for duty on or before February 11, 2020, failing which, this offer of appointment stands automatically withdrawn.

2. PLACE OF POSTING:

Your posting will be presently at FTP - "Pune (S B Road)" located at Office no. 104, Sigma House, Near ICC Tech Park, Senapati Bapat Road, Pune 411016, Maharashtra. You are advised to report to "BRANCH MANAGER".

3. SALARY / ALLOWANCES AND BENEFITS:

The details of remuneration package are enclosed with this offer letter as "Annexure A".

4. JOINING REPORT:

- At the time of joining, you are required to submit the joining report in the format enclosed as "Annexure B" duly filled in, along with the certificates in support of education, professional qualification, experience, date of birth, relieving letter from the immediate past employer, declaration on medical fitness etc., for our verification, together with one set of photocopies thereof and one passport size photograph for our records.
- You are required to submit, your joining report to Full Time Program (FTP), Hyderabad through your reporting officer.
- You shall sign the confidentiality agreement as enclosed at "Annexure C" and submit the same while giving your Joining Report.

5. MEDICAL FITNESS:

Your appointment is subject to your declaration that you are medically fit. The Management may at its discretion get you medically examined by any Certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

6. DUTIES AND RESPONSIBILITIES:

You will perform such duties and functions as may be assigned by the Management from time to time.

Contd..2

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ANNEXURE - A

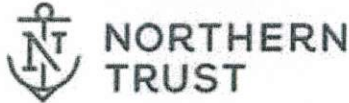
(Enclosure to "Letter of Appointment" Ref No: Appt/HR/FTP/20/9972
Dated: January 27, 2020)

Name	Mr Nagesh Mallesh Kale, -
Designation	Marketing Officer -
Consolidated Salary	Rs.23,000/- p.m. Subject to deduction of Tax as per Income Tax Rules.
Leave	One day CL (Casual Leave) i.e. at the rate of one day per month

RL

hemu

Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089



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SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200

26-April-2021
Tejashree Satish Kanholkar
tejashreekanholkar1237@gmail.com
Mayureshwar Hsg.Soc.Sec-4
Moshi Pradhikaran,
Pune-412105.

Dear Tejashree,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst** in our **Transfer Agency Department** within the **Corporate and Institutional Services (C&IS)**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. - SEZ, Pune - 411 014 ("Northern") and Tejashree Satish Kanholkar of Mayureshwar Hsg.Soc.Sec-4, Moshi Pradhikaran., Pune-412105..

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;

Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



9. Salary

Your Annual Fixed Pay will be ₹ 265,198, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in **Annexure 1**.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be liable to provide you with any benefit of the same or similar kind or to pay any compensation in lieu of such benefit. Please refer to the Northern Trust India Employee Handbook for further information.

OFFER LETTER

Date: 22th December 2020

Ms. Prajakta Raosaheb
Ghumare

Address: Shahu colany lane
no 4, Karve Nagar. Pune-
411006, Maharashtra.

Dear Prajakta,

With reference to your application and the subsequent interviews, we are pleased to appoint you as "**Staffing Consultant**" On the following Terms and Conditions: -

1. The compensation package offered to you is **Rs. 2,64,000 /-**(Annual cost of **Organization**), plus incentives as detailed out in Annexure A to this letter. You may decide your salary structure in consultation with the firm's tax department and in accordance with prevailing Firm policy. The terms and conditions of your appointment and this Appointment Letter are confidential and private document. You are required to maintain strict confidentiality. Details of your offer letter and/or of terms and conditions contained therein shall not be shared with anyone outside Human Resource Team of the Organization. Sharing the details of your offer with others would constitute a breach of confidentiality and could invite a disciplinary action or termination of contract of employment by the Organization.

Neptune Consultants

426/6 No. 4, Neelesh Building, Behind Phyto Science Towers, Gokhale Cross Road, Model Colony, 1
Symbiosis Center For Distance Learning (SCDL), Pune-411016. Maharashtra
T: +91 2041463900 Email: hr@neptuneconsultant.com

2. Your employment with the Organization shall commence on **23rd of the December 2020 (DOJ)** or such earlier date as is agreed between you and the Organization. You will be placed on the probation for the period of 3 months from your date of joining. On the successful completion of your probation period, you will be confirmed in writing. Your probation period can be extended in case the management is not satisfied with your performance. The probation period will be assumed to have been extended until such time as you receive your confirmation in writing. During the probation period this contract of employment is terminable by either party by giving a 30 days' notice or on payment of salary in lieu of the notice period. Once you are Permanent employee of the Organization you are required to give 60 days' notice period before leaving the Organization. During probation period if employee leave or abscond organization without serving notice period, in such case employee will need to pay his/her one month salary to organization.
3. Telephone and conveyance will be reimbursed in accordance with prevailing Organization policy. Travelling expenses are reimbursed at actual if you are required to visit any client on behalf of the firm.
4. In addition to the above, you will be eligible for performance incentive as mutually decided between you and the firm.
5. Your service is governed by the rules and regulations of our Organization, which are in force at present, and which may be added, modified, amended, altered changed or replaced from time to time by the Management.
6. You will be entitled to leave as per the rules of the Organization.
7. You may be transferred to any section, department, establishment or place of work of the Management of our Organization or to any of our affiliates, which are in existence or which might be set up in future, at the discretion of the Management. Your place of work shall be Pune. The Organization may require you to work at any other location and or on customer's sites both inside and outside India. In such case you will be governed by the

Neptune Consultants

426/6 No. 4, Neelesh Building, Behind Phyto Science Towers, Gokhale Cross Road, Model Colony
Near Symbiosis Center For Distance Learning (SCDL), Pune 411016 Maharashtra

terms and conditions of service, applicable to the new assignment, decided by the Organization.

8. You shall not, either during your employment with the Organization or thereafter, disclose, pass on or divulge:

- a) Any information, secrets, processes, methods, designs and any intellectual property rightfully belonging to the Organization and/or.
- b) Any information concerning the business and affairs of the Organization and its employees and/or. Any information, secrets, processes, methods, design relating to or belonging to any clients, and/or their businesses, which come to your knowledge during the course of the employment, or obtain, make copies thereof and use any of these for your own benefit or otherwise.
- c) All information, data, details of procedures or any other information, whether written, oral, electronic or otherwise, disclosed to you or observed by you during the course of your employment (hereinafter the Confidential Information) of the Organization or Organization's clients shall be treated as confidential and such Confidential Information shall not be used by you except for the performance of your duties. Such Confidential Information shall not be disclosed by you to any other employee of the Organization unless specifically permitted by the authorized official of the Organization.
- d) You shall not be entitled to use, for any purpose, such Confidential Information of the Organization or any part thereof, after the termination of your employment or on submitting the resignation letter. If you exploit any Confidential Information of the Organization for any purpose not permitted by the Organization you shall be liable for payment of compensation and pass over all economic benefits received by you, by use of such Confidential Information, from the Organization, third party or from any operations.
- e) You shall not join the competitor /Customer of the Organization at least for one year after ceasing to be employee of the Organization. You have to agree that this restriction is being put in order to protect the Confidential Information of the Organization and Organization's Intellectual Property Rights. You may obtain details of Organization's competitors from time to time from the Organization Management.

Neptune Consultants

426/6 No. 4, Neelesh Building, Behind Phyto Science Towers, Gokhale Cross Road, Model Colony
Near Symbiosis Center For Distance Learning (SCDL), Pune 411016 Maharashtra

9. The Organization expects you to work with high standards of initiative, efficiency and effectiveness.
10. Any inventions, discoveries, intellectual property designed or developed through expertise while in the employment of the Organization shall be and will remain the Organization's exclusive property. In the event you resign from Neptune and/or cease work for Neptune A Talentika Company, then in that event, you shall not approach clients of Neptune a Talentika company to solicit work, for a period of 1 year after you quit from the Organization. You shall neither directly and/or indirectly deal with the clients of the Said Organization nor approach them through the competitors of the Said Organization in any manner whatsoever, for a period of 1 Year after quitting from the Said Organization. Also you shall not approach any of the employees/past employees of the said Organization to solicit work or provide them employment for a period of 1 Year after quitting from the Said Organization.
11. You will notify the Management of your residential address and will also notify any change in it. If you do not inform the Management of changes to your residential address, any communication sent to you at your last notified address shall be deemed to have been served on you. Service of any notices, letters or documents will be treated as complete when the same is sent by the Organization by registered post to the address submitted by you to the Organization. You are also required to notify Management of any change in your family status, acquisition of additional qualification, etc
12. You will be responsible for the safe keeping, in good condition and order, of the Organization's property, files, papers and documents which may be in your custody or charge
13. You will be a full time employee of the Organization and shall not engage in any other business or profession directly or indirectly, either honorary or otherwise, without the written permission of the Management.
14. Other Benefit: You will be entitled to participate in the Organization's medical scheme whenever framed and as a member of contributory provident fund whenever the provisions of relevant legislations become applicable to the

Neptune Consultants

426/6 No. 4, Neelesh Building, Behind Phyto Science Towers, Gokhale Cross Road, Model Colony
Near Symbiosis Center For Distance Learning (SCDL), Pune 411016 Maharashtra

Organization and when you become entitled for such benefit as per the applicat provisions.

15. If you wish to pursue any educational or management course, you must seek prior per of the Organization.

16. If, during the period of your service, you commit any misconduct or negligene Management has the right to dismiss you from the services without any notice. Dur period of probation, your services may be terminated by the Organization without ass any reason by a notice in writing. In the event of gross misconduct or other funda breach of contract by you, the Organization reserves the right to terminate emplc immediately. You can terminate this contract of employment only by giving one termination notice in writing, whether such termination occurs during the probation or after confirmation. On confirmation your services can be terminated by the Organ without assigning any reason by a Notice in writing for a period of one month or by r payment of one month's salary in lieu of Notice. Notwithstanding the abo Organization may, in its absolute discretion, suspend you at any time from the perfo of all or any of your duties for such periods and on such terms as it considers expec allow it or any regulatory authority to undertake any investigation including, but not to, any investigation under the disciplinary procedure or into any alleged bre regulatory requirements.

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**Annexure A
SALARY STRUCTURE**

Name of the Employee: Prajakta
Title:
DOJ: 23:12:20

Staffing Consul

Salary Item	Per Month (Rupees)	P
Basic Pay	7,500	
House Rent Allowance (@ 40%)	3,000	
Transport Allowance	800	
Special Allowance	2,450	
Medical Reimbursement	1,250	
Fixed Component	15,000	
Performance Base Pay (PBP) (Refer 2A)	7,000	
Annual CTC	22,000	

*You will be entitled to Paid Leaves and Holidays as per company Policy
Profession, Income Tax and Other deductions will be as per prevailing regulations*

2(A) Eligibility for PBP : (Individual Targets)

- * Recruiter should achieve 100% target to be eligible for PBP
- * **Quarter Targets** : Target achieved 6 lacs ---PBP will be paid 21000/-
- * **Quarter Performance** : Invoice raised in that Quarter & calculated on Invoice base Amount.
- * **Release Criteria**: PBP will be released in quarter and on the basis of recovery.

Target Based incentive Yearly Plan

1. 25 Lacs @ 2.5%
2. 50 Lacs @ 3.5 %
3. 75 Lacs @ 4.5 %
4. 1 cr @5%

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Note Targets will be changed as you grow your verticle and we add on new member in your team.

OTHER PERQUISITES

Company Cell Phone, is provided to you

Kindly sign the duplicate copy of this appointment letter as a token of your having acce: terms and conditions as set out above

For M/s Neptune Consultants

Mrs. Pranjali Kedari Pol



_ Authorized Signatory

Neptune Consultants

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Near Symbiosis Center For Distance Learning (SCDL), Pune 411016 Maharashtra



BNY Mellon International Operations
(India) Private Limited
CIN: U72900PN2004FTC022163

Registered office:
Level 1, Tower S3, Cybercity,
Magarpatta City, Hadapsar,
Pune - 411 013, India

SEZ Unit: Block 3, Floor 6, DLF IT
Park, Nandambakkam Post,
Ramapuram, Mount-Poonamallee
Road, Chennai - 600 089, India

T +91 20 3044 3000
F +91 20 3044 3001

March 29, 2021

Akanksha Pramod Dhamal
Sr No 31/3/2 Flat No 7A
Samrudhhi Residency
Mhaske Patil, Ambegaon Bk
Pune-411046

Dear Akanksha

Employment contract of employment between BNY Mellon International Operations (India) Private Limited (the "Company") and Akanksha Pramod Dhamal (the "Employment contract")

The following sets out the terms and conditions of your employment with the Company (the "**Contract**"). Unless stated otherwise, these terms and conditions of employment create contractual obligations between you and the Company.

1. Commencement Date

Your employment will commence on or before **April 19, 2021** or any other date as may be notified to you (the "**Commencement Date**").

2. Job Title

You will be employed by the Company as **Representative, Cit Onbdg/Trans/Conv/KYC**. Your job level will be **E**. In this role you will report to the person to whom you are assigned by the management. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

3. Place of Work

3.1 Your place of work will be at Company's premises at **Pune, India**. While employed with the Company, you agree and acknowledge that you may, at the discretion of the Company, be required to work remotely, within India, in accordance with the applicable work from home or other related policies, processes or directions, as updated from time to time. However, at no time shall an employee be allowed to work remotely from outside India.

3.2 The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. Any refusal on your part of a reasonable request from the Company to relocate (temporarily or permanently) or travel in order to meet the Company's business needs will be treated as an act of misconduct under this Employment contract and the Policies of the Company. Please note that during the period of working from home/travel/transfer/secondment, you may be subject to other laws, rules and policies including but not limited to the provisions of Clause 3.1 above in relation to working remotely from India, if permitted.

DocuSigned by:

696A0A4FEE90487...

DocuSigned by:

Akanksha Pramod

FF131F0FFD52463...

5. **Hours of Work**

Your normal working hours are nine hours a day, Monday to Friday, including a break for lunch of 30 minutes to be taken by arrangement with your Manager. You will be advised of any changes to your normal working hours by your Manager.

It is possible that business needs may require you to work additional hours in order to fulfill your duties. In this role you will be entitled to claim overtime for hours worked outside of your normal working hours. Details of overtime will be provided separately.

The Company may, by means of written notice to you, vary the normal start or finish times according to business needs.

6. **Probation Period**

Your employment is subject to a probation period of six (6) months from your date of Your employment is subject to a probation period of six (6) months from your date of commencement. This may be extended by the Company at its sole discretion. If the Company decides to extend your probation period, you will be informed in writing. The probation period will be suspended for any period during which you are absent from work for any extended period of time. During the probation period, your employment may be terminated at any time by you or the Company by giving **one (1) month's** written notice. The Company reserves the right to terminate your employment during the probation period by means of payment of wages in lieu of notice.

Your manager will review your performance during the probation period. If you complete your probation to the satisfaction of the Company, your employment will be deemed to be confirmed at the end of the probation period. Your employment will continue in accordance with the terms and conditions of this Contract and the probation period will count as part of your length of service with the Company.

7. **Remuneration**

The Company shall pay to you:

A salary of **INR 260,000** gross per annum. This will be paid in 12 monthly instalments of **INR 21,667**. The Company's annual salary review normally takes place in July. This may be changed, subject to business needs. The review of salaries does not mean that there is any entitlement to an increase in wages.

You may be eligible to participate in an Incentive Plan. Your manager will advise you if you are. Awards under this plan are made following the guidelines in the Plan description. To be eligible to receive awards from this incentive plan, you must be employed by the Company on the date of the payment or grant of the award. The Company reserves the right to vary, replace or rescind the Incentive Plan and its rules, in its absolute discretion.

The Company reserves the right to deduct any monies due from you to the Company at any time from your wages payment to the maximum extent permitted by the law. The Company will make all statutory tax and insurance deductions from your wages as required by law. Any tax payable upon any remuneration arising from your employment is for your account.

February 05, 2021

Chetan Naresh Gidwani

776, Bhawani Peth
Chudamantalim
Pune-411042

Dear Chetan ,

Offer of employment by BNY Mellon International Operations (India) Private Limited ("the Company")

1. **Commencement Date**

Your employment will commence on **March 01, 2021 ("Commencement Date")**.

These terms and conditions of employment create contractual obligations between you and the Company.

2. **Job Title**

You will be employed by the Company as **Representative, Client Processing**, or in such other position as the Company may determine and notify to you from time to time. Your job level will be **E**. In this role you will report to **Manager**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

In addition to your assigned global functional job title, your India business card title is "**Process Associate**". The India business card title can be used on your signatures and business cards.

3. **Place of Work**

Your place of work will be at Company's premises at **Tower S3, Magarpatta City, Hadapsar, Pune – 411013**. The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. "Affiliate" means any entity directly or indirectly controlled by, controlling or under common control with the Company and includes all companies and entities with the BNY Mellon group. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.

You may also be required to travel to other parts of the country and travel overseas, as may be necessary or required for the proper discharge of your duties.

5. **Hours of Work**

Your normal working hours are nine hours a day, Monday to Friday, including a break for lunch of 30 minutes to be taken by arrangement with your Manager. You will be advised of any changes to your normal working hours by your Manager.

It is possible that business needs may require you to work additional hours in order to fulfill your duties. In this role you will be entitled to claim overtime for hours worked outside of your normal working hours. Details of overtime will be provided separately.

The Company may, by means of written notice to you, vary the normal start or finish times according to business needs.

6. **Probation Period**

Your employment is subject to a probation period of six (6) months from your date of commencement. This may be extended by the Company at its sole discretion. If the Company decides to extend your probation period, you will be informed in writing. The probation period will be suspended for any period during which you are absent from work for any extended period of time. During the probation period, your employment may be terminated at any time by you or the Company by giving **one (1) month's** written notice. The Company reserves the right to terminate your employment during the probation period by means of payment of wages in lieu of notice.

Your manager will review your performance during the probation period. If you complete your probation to the satisfaction of the Company, your employment will be deemed to be confirmed at the end of the probation period. Your employment will continue in accordance with the terms and conditions of this Contract and the probation period will count as part of your length of service with the Company.

7. **Remuneration**

The Company shall pay to you:

A salary of **INR 260,000** gross per annum. This will be paid in 12 monthly instalments of **INR 21,667**. The Company's annual salary review normally takes place in July. This may be changed, subject to business needs. The review of salaries does not mean that there is any entitlement to an increase in wages.

You may be eligible to participate in an Incentive Plan. Your manager will advise you if you are. Awards under this plan are made following the guidelines in the Plan description. To be eligible to receive awards from this incentive plan, you must be employed by the Company on the date of the payment or grant of the award. The Company reserves the right to vary, replace or rescind the Incentive Plan and its rules, in its absolute discretion.

The Company reserves the right to deduct any monies due from you to the Company at any time from your wages payment to the maximum extent permitted by the law. The Company will make all statutory tax and insurance deductions from your wages as required by law. Any tax payable upon any remuneration arising from your employment is for your account.

April 07, 2021

Aishwarya Anirudha Deshmukh
Vasant ", Ramdaspath, Birla Road
Above Buldhana Urban Bank
Akola-444005

Dear Aishwarya

Employment contract of employment between BNY Mellon International Operations (India) Private Limited (the "Company") and Aishwarya Anirudha Deshmukh (the "Employment contract")

The following sets out the terms and conditions of your employment with the Company (the "Contract"). Unless stated otherwise, these terms and conditions of employment create contractual obligations between you and the Company

1. Commencement Date

Your employment will commence on or before **May 03, 2021** or any other date as may be notified to you (the "Commencement Date").

2. Job Title

You will be employed by the Company as **Representative, Client Processing**. Your job level will be **E**. In this role you will report to the person to whom you are assigned by the management. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment

Place of Work

3.1 Your place of work will be at Company's premises at **Pune, India**. While employed with the Company, you agree and acknowledge that you may, at the discretion of the Company, be required to work remotely, within India, in accordance with the applicable work from home or other related policies, processes or directions, as updated from time to time. However, at no time shall an employee be allowed to work remotely from outside India.

3.2 The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. Any refusal on your part of a reasonable request from the Company to relocate (temporarily or permanently) or travel in order to meet the Company's business needs will be treated as an act of misconduct under this Employment contract and the Policies of the Company. Please note that during the period of working from home/travel/transfer/secondment, you may be subject to other laws, rules and policies including

5. **Hours of Work**

Your normal working hours are nine hours a day, Monday to Friday, including a break for lunch of 30 minutes to be taken by arrangement with your Manager. You will be advised of any changes to your normal working hours by your Manager.

It is possible that business needs may require you to work additional hours in order to fulfill your duties. In this role you will be entitled to claim overtime for hours worked outside of your normal working hours. Details of overtime will be provided separately.

The Company may, by means of written notice to you, vary the normal start or finish times according to business needs.

6. **Probation Period**

Your employment is subject to a probation period of six (6) months from your date of commencement. This may be extended by the Company at its sole discretion. If the Company decides to extend your probation period, you will be informed in writing. The probation period will be suspended for any period during which you are absent from work for any extended period of time. During the probation period, your employment may be terminated at any time by you or the Company by giving **one (1) month's** written notice. The Company reserves the right to terminate your employment during the probation period by means of payment of wages in lieu of notice.

Your manager will review your performance during the probation period. If you complete your probation to the satisfaction of the Company, your employment will be deemed to be confirmed at the end of the probation period. Your employment will continue in accordance with the terms and conditions of this Contract and the probation period will count as part of your length of service with the Company.

7. **Remuneration**

The Company shall pay to you:

A salary of **INR 260,000** gross per annum. This will be paid in 12 monthly instalments of **INR 21,667**. The Company's annual salary review normally takes place in July. This may be changed, subject to business needs. The review of salaries does not mean that there is any entitlement to an increase in wages.

You may be eligible to participate in an Incentive Plan. Your manager will advise you if you are. Awards under this plan are made following the guidelines in the Plan description. To be eligible to receive awards from this incentive plan, you must be employed by the Company on the date of the payment or grant of the award. The Company reserves the right to vary, replace or rescind the Incentive Plan and its rules, in its absolute discretion.

The Company reserves the right to deduct any monies due from you to the Company at any time from your wages payment to the maximum extent permitted by the law. The Company will make all statutory tax and insurance deductions from your wages as required by law. Any tax payable upon any remuneration arising from your employment is for your account.

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December 30, 2020

Snehal Dnyaneshwar Waikar
588/2B,105, Vasant Vihar
Nakoda Pratap, Marketyard
Pune-411037

Dear Snehal ,

Offer of employment by BNY Mellon International Operations (India) Private Limited ("the Company")

1. Commencement Date

Your employment will commence on **January 25, 2021** ("Commencement Date").

These terms and conditions of employment create contractual obligations between you and the Company.

2. Job Title

You will be employed by the Company as **Representative, DataMgmtQuantAnalysis**, or such other position as the Company may determine and notify to you from time to time. Your job level will be **E**. In this role you will report to **Manager**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

In addition to your assigned global functional job title, your India business card title is "**Proc Associate**". The India business card title can be used on your signatures and business card.

3. Place of Work

Your place of work will be at Company's premises at **Tower VI, Magarpatta City, Hadapsar, Pune - 411013**. The Company may, at its sole discretion, second, depute, assign and transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. "Affiliate" means any entity directly or indirectly controlled by, controlling or under common control with the Company and includes all companies and entities with the BNY Mellon group. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.

You may also be required to travel to other parts of the country and travel overseas, as a

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4. **Other Interests**

You must devote your full time, attention and abilities to your job duties during working hours and act in the best interests of the Company at all times. You must not, without the Company's written consent, be in any way directly or indirectly engaged or concerned in any other business or be involved in any other activity where this is or is likely to be in conflict with the Company's interests or where this may adversely affect the efficient discharge of your duties.

5. **Hours of Work**

Your normal working hours are nine hours a day, Monday to Friday, including a break for lunch of 30 minutes to be taken by arrangement with your Manager. You will be advised of any changes to your normal working hours by your Manager.

It is possible that business needs may require you to work additional hours in order to fulfil your duties. In this role you will be entitled to claim overtime for hours worked outside of your normal working hours. Details of overtime will be provided separately.

The Company may, by means of written notice to you, vary the normal start or finish times according to business needs.

6. **Probation Period**

Your employment is subject to a probation period of six (6) months from your date of commencement. This may be extended by the Company at its sole discretion. If the Company decides to extend your probation period, you will be informed in writing. The probation period will be suspended for any period during which you are absent from work for any extended period of time. During the probation period, your employment may be terminated at any time by you or the Company by giving **one (1) month's** written notice. The Company reserves the right to terminate your employment during the probation period by means of payment of wages in lieu of notice.

Your manager will review your performance during the probation period. If you complete your probation to the satisfaction of the Company, your employment will be deemed to be confirmed at the end of the probation period. Your employment will continue in accordance with the terms and conditions of this Contract and the probation period will count as part of your length of service with the Company.

7. **Remuneration**

The Company shall pay to you a salary of **INR 260,000 gross** per annum. The said remuneration constitutes your total Fixed Pay. The remuneration will be paid to you in 12 monthly instalments. The Company's annual salary review normally takes place in July. This may be changed, subject to business needs. The review of salaries does not mean that there is an entitlement to an increase in wages.

You may be paid a discretionary bonus of such amount (if any) as the Company shall determine from time to time at its absolute discretion (without obligation) provided that your eligibility to be considered for a bonus is always conditional upon you (i) remaining in the Company's employment and not having served or received notice of termination of employment prior to the date of payment of the bonus.

terms and conditions of any applicable incentive plan. Any bonus may be payable in stock, cash, deferred cash, restricted stock units or any other form (or a mixture of such forms of payment) as the Company may determine in its absolute discretion.

You authorize the Company to deduct from your remuneration any monies due from you to the Company to the maximum extent permitted by the law. The Company will make statutory tax and insurance deductions from your wages as required by law. Any tax payable upon any remuneration arising from your employment is for your account.

8. Relocation Allowance

You will receive relocation assistance that is subject to a repayment agreement. If you voluntarily terminate employment or are terminated for cause within one (1) year of your start date in the new work location, you will repay Company or its Affiliates all costs associated with your relocation. Global mobility will enter into a separate agreement with you, detail on this.

9. Benefits

You shall be entitled to benefits as determined by the Company in accordance with Company's policies and practice.

The Company will provide you with Gratuity Scheme benefits, subject to the terms of the plan.

The Company will provide you with the Provident Fund subject to the terms of the plan.

The Company will provide you with hospitalization cover, subject to the terms of the relevant policy that is in place from time to time to provide this benefit.

The Company will also provide you with life insurance, subject to the terms of the relevant insurance policy that is in place from time to time to provide this benefit.

Details of this benefit are available from Human Resources. Any benefits which you receive are provided by the Company on a discretionary non-contractual basis. The Company shall be entitled to amend or vary the terms on which benefits are provided or to withdraw them. Any tax payable on any of your benefits is for your account.

10. Annual Leave

You will be entitled to annual leave in accordance with the appropriate Company policy. Annual leave entitlement must be taken in accordance with Company policy. Any statutory leave shall be deemed to be taken prior to any contractual leave.

In the event that your role is designated as "sensitive" in this context, the Company's Consecutive Leave Vacation /Absence policy stipulates that five (5) or ten (10) days of your annual leave entitlement must be taken consecutively in each calendar year. This may include statutory and designated public holidays to the extent not prohibited by law. Your Manager will advise you whether your position is designated as "sensitive".

The Company restricts access to your personal information to those parties who need access such personal information in relation to the purposes specified above. When the Company shares or transfers your SPDI in accordance with this Notice, it takes reasonable efforts to ensure that the transferee maintains or adopts security practices and procedures which are at least as stringent as the security practices and procedures followed by the Company.

The Company endeavours to take all reasonable and appropriate steps to keep secure the information which it holds about you and to prevent unauthorized access. You acknowledge that such steps are never 100% secure and that the Company cannot provide any guarantee regarding the security of your personal information. To the fullest extent permissible under applicable law, the Company disclaims any liability in relation to any breach of security or unintended loss or disclosure of information in relation to your personal information.

G. Rights in relation to your personal information

You can update your basic personal information, such as your address, through the Employee Self Service which is available through MySource.

Please contact your Human Resources Business Partner or the Grievance Officer to enquire about your rights in relation to your personal information including your rights of access.

H. Monitoring

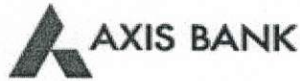
As stated in the Code of Conduct, you should have no expectation of privacy when using Company systems. The Company maintains the right in accordance with local laws to intercept, monitor, record, and use personal information and other data from, emails, instant messages, telephone calls and other electronic communications as well as internet access and usage via Company systems.

By signing below, you are signifying your consent to the above terms and to the collection, processing, use maintenance, retention and transfer of your personal data as set out in this Personal Information Collection Statement.

Signed: _____

Name: _____

Date: _____



WC037_25:Pune Circle _30000004607350/AXISB/HR/REC/75775/West
28-Jan-2021

Mr. Saurabh Kulkarni
Kulswamini
Nagar, Nanded, Maharashtra 431605
9145060036

Nivas, Vedant

LETTER OF APPOINTMENT

Dear Saurabh Kulkarni,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Assistant Manager in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be **INR 2,54,532.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

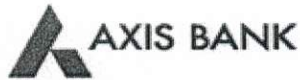
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as

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an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

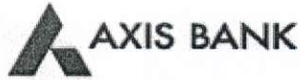
8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.



9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof

9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

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

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

Digitally signed by DS AXIS BANK LTD 2
Date: 2021.01.28 11:19:21 +05:30
Reason: LOA
Location: Axis

For any further information / clarifications please feel free to contact:-

Ankita Choudhary

Ankita.Choudhary@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



WC037_25:Pune Circle _300000004607350/AXISB/HR/REC/76335/West
02-Feb-2021

Mr. Ajinkya Dugane
,PUNE,Maharashtra411068
7038376688

LETTER OF APPOINTMENT

Dear Ajinkya Dugane,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Assistant Manager** in **Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **2,54,532.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no



political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

- 7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

- 7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

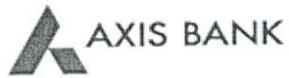
8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.



9.3 Submission of all necessary documents:

- 9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 9.3.2 Proof of date of birth
 - 9.3.3 Copy of Pan Card and Address Proof
 - 9.3.4 One recent passport size color photograph
 - 9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

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

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

Digitally signed by DS AXIS BANK LTD 2
Date: 2021.02.02 13:18:07 +05:30
Reason: LOA
Location: Axis

For any further information / clarifications please feel free to contact:-

Ankita Choudhary

Ankita.Choudhary@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources

Date: 9th August 2021

Dear **Ms. Wale Akshata Shivkumar**

We refer to your aforesaid application and subsequent interview you had with us, we are pleased to offer a position of **“Executive – Project Success”** based at Pune.

A detailed appointment letter will be issued to you on joining of our organization. The Remuneration will be **180000 Rs per Annum**. You shall be initially placed on a probation of Six months from the date of Joining. Confirmation shall be based on the performance displayed in 6 months.

Your date of joining shall be 11th August 2021. This offer will be valid till 11th August 2021 unless extend after mutual discussion.

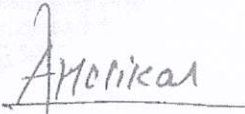
Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

We take this opportunity to welcome you to Relation Realtech Pvt. Ltd. and wish you all best for future endeavor.

As a token of acceptance of the letter, kindly sign on the copy of this letter and send it to us indicating your joining date.

Thanking You!

Yours Truly,



Authorized Signatory

Human Excellence Department

OFFER OF EMPLOYMENT
STRICTLY PRIVATE & CONFIDENTIAL

2142

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Ms. Dhanashri Lokhande

Congratulations!

In furtherance to our discussion, we are pleased to offer you employment with WhiteSnow Software Consultancy Pvt Ltd. (referred to as 'the company' hereafter) on the following terms and conditions.

Your position in the company will be **HR and Finance Executive**. You will report to **Customer Success Manager, Vinay Kardile** and, or, any other person as may be decided by the company from time to time.

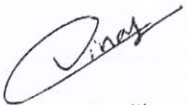
Your employment with the company starts from **10th Sept 2020**. It is expected that you will carry out duties in line with your position in the company.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure – A**.

Your compensation details are provided in **Annexure – B**.

Welcome, on-board!

Yours sincerely,



Vinay Kardile
Human Resource Specialist
WhiteSnow Software Consultancy Pvt Ltd.

3rd & 4th floor Seren building, Pakharbag Bavdhan, Pune, Maharashtra - 411021

Info@whitesnow.com | +91-7038600600 | +1-407-910-2966

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OFFER OF EMPLOYMENT - TERMS & CONDITIONS

1. STATEMENT OF FACTS: It must be specifically understood that this offer of employment is made based on your proficiency in Technical/Professional skills that you have declared to possess as per the application and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished by you is found to be misleading or incorrect, the company shall have the right to take necessary disciplinary action as per the rules and regulations and which may lead to termination of services.

2. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and carry out duties and work as assigned to you and shall obey and comply with lawful actions and directions given to you by the concerned supervisors in the company.

3. BACKGROUND VERIFICATION: The company reserves the right to conduct background verification checks at any given time. In case the background verification check comes negative, the company shall have the right to take necessary disciplinary action as per the rules and regulations and which may lead to termination of services.

4. PROBATION PERIOD: You will be on probation for a period of 6 months from the date of joining. During the probation period, you will be entitled to 3 paid leaves. Any request for work from home will not be entertained during the probation period. The company reserves the right to extend the probation if it deems fit. During the probation period, either party can terminate this employment by serving a notice of 1 month on the other.

5. CONFIRMATION: Your employment with the company shall be confirmed only on the successful completion of the probation period. The company will notify you in writing (letter or email) on the successful completion of the probation period.

6. NOTICE PERIOD: Either party can terminate this employment by serving a notice of three months on the other, save and except that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect. The company can terminate the employment based on company termination clauses serving 15 days/one month notice period. You shall not be entitled to any leave while serving notice period.

7. ASSIGNMENT, TRANSFER & DEPUTATION: Though you have been posted at a specific office location, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices, its subsidiary in India or abroad, whether existing at the time of your appointment or to be set up in the future.

3rd & 4th floor Seren building, Pakharbag Bavdhan, Pune, Maharashtra - 411021

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8. TRAINING & CAREER DEVELOPMENT: You will hold yourself in readiness to attend any internal or external training program, workshop, webinar at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to disciplinary actions which may also lead to termination from employment.

9. PERFORMANCE REVIEW: The company follows the annual performance appraisal cycle. Your performance will be evaluated on set parameters. The company follows the July to June appraisal cycle.

10. SALARY INCREMENT AND PROMOTION: Salary increment and promotion will depend on the rating you have received during that performance appraisal cycle and overall performance of the company in that particular appraisal cycle.

11. TAXATION: Any amount payable by the Company to you towards compensation, other entitlements and or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable laws. All requirements under Indian tax law, including tax compliance and filing of tax returns, assessment etc of your personal income, shall be fulfilled by you.

12. LEAVE: You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company.

13. LATE COMING: The Company follows a disciplined schedule and coming late to the office is discouraged unless otherwise notified by you in advance. As per company policy, late marks will be accorded to you for every late entry with one day marked as absent on accumulation of three marks.

14. FITNESS: You are required to maintain yourself in a good state of Mental/Physical/Medical fitness to discharge your assigned duties.

16. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

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info@whitesnow.com | +91-7038600600 | +1-407-910-2966

17. TERMINATION OF EMPLOYMENT:

- 1) Unauthorized absence or absence without permission from duty for a continuous period of 7 days would lead to automatic termination of employment without any notice of termination or notice pay.
- 2) You will be governed by the laid down code of conduct of the company and if there is any breach of the same or nonconformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein, the company reserves the right to invoke other legal remedies as it may deem fit to protect its legitimate interest.
- 3) Misconduct, misdemeanor, misbehavior towards any employee or contractor of the company will attract strict disciplinary action and it may also lead to termination from employment.

18. **NON SOLICITATION:** You will not solicit any employee, contractor, client, customer, business partner for a period of 2 Years' from the last date of working. The company reserves all rights to take legal actions if you are found to be in breach of the non-solicitation clause.

19. **SECRECY & CONFIDENTIALITY:** You will not disclose or divulge any information during the course of your employment with the company or at any time hereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports, and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

20. **OTHER EMPLOYMENTS:** During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of commercial nature without period written approval of the company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. (Examples: Working on freelance projects, working on any other products in groups, anything that will divert your focus away from our vision is a no-no at whitesnow, etc)

The above terms and conditions are based on the company's policy, procedures, and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters, including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

3rd & 4th floor Seren building, Pakharbag Bavdhan, Pune, Maharashtra - 411021

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Compensation Detail

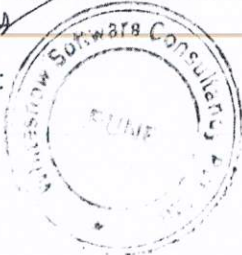
Parameters	Monthly	Yearly
Basic Salary	9,000	1,08,000
House Rent Allowance	3,600	43,200
Personal Allowance	2,720	32,640
Conveyance Allowance Expenses	1,600	19,200
Provident Fund	1,080	12,960
Variable	2,000	24,000
Gross Salary	20,000	2,40,000

Yours sincerely,

Company
WhiteSnow Software Consultancy
Pvt Ltd

Accepted
Dhanashri Lokhande

Signature:



Signature:

Date:

Date:

Place:

Place:

3rd & 4th floor Seren building, Pakharbag Bavdhan, Pune, Maharashtra - 411021

info@whitesnow.com | +91-7038600600 | +1-407-910-2966

Ref No. : 147560 / 2021

State Street Syntel Services

A State Street and Syntel Company

StateStreet Syntel Ser Pvt Ltd
Block S-5 Plot No. B-1
MIDC Software Technology Park
Talawade, Tal - Haveli
Pune-411062,India
Tel:020-30615000/40701000
CIN No:U72200MH2004PTC144362

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Date: 4-Oct-2021

Pooja Khaladkar,
Laxmi Apts Babami Haud Chowk
1382 Shukrawar Peth

PUNE-411002.

Subject: Employment Letter

Dear Pooja,

We are pleased to inform that you have been selected for employment with **StateStreet Syntel Ser Pvt Ltd** as **Associate KPO (GCM 2)**. Your total emoluments are **Rs. 237000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

You will be able to opt for Flexi Pay option to the extent of Basket of Allowance (BOA) amount. Flexipay covers various allowances inclusive of Leave Travel Allowance, Telephone Reimbursement, Meal Allowance etc. Option to avail flexipay will be available on our payroll vendor portal, post your first payout effective your date of joining.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 90 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

The terms and conditions of the employment are listed in "Annexure B".


You are requested to report to duty in our office on **5-Oct-2021**, at **9.30 am** at the following address: **Unit S -4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

Company is committed to protect your privacy. The Privacy Statement ("Statement") explains how we use and protect your personal data in our human resources systems throughout the course of your employment relationship with the Company. This privacy statement is available on our website portal (<https://www.atos-syntel.net/legal>) for your reference.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,
For StateStreet Syntel Ser Pvt Ltd,


Adarsh Krishna
Head - Global Recruitment Cell

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy.

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on

_____ Date & Signature _____

Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062, India, Tel:020-30615000/40701000
Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91 22 6704 6402

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State Street Syntel Services

A State Street and Syntel Company

Annexure A – Remuneration Details

Name: Pooja Khaladkar

Designation: Associate KPO

GCM Level: GCM 2

Compensation Components	Annual (Rs.)
Salary & Allowances	
Basic Salary	130500
House Rent Allowance	26100
Advance Statutory Bonus	30700
Basket of Allowance	318
Total Salary & Allowances (A)	187618
Company's Contribution to Provident Fund (PF) (B)	19382
Total Gross Emoluments C = (A+B)	207000
Monthly Incentive Plan* (D)	30000
Total Cost to Company (CTC) (C+D)	237000

Note:

- (1) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (2) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (3) As per the Company policy, you will be covered under a company provided Medical Insurance.
- (4) You can opt for Provident Fund @12% of basic as your contribution and company contribution towards Provident fund. This is a Scheduled activity you will be communicated in advance to avail this benefit.
- (5) Advance Statutory Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion

Variable Component - *Monthly Incentive Plan (MIP)		
Performance Slabs	% Number	Annual Payout
A	20	30000
B	30	18000
C	45	12000
D	5	Nil

* The MIP starts after two months from your date of Joining. MIP will be payable on the basis of achievement of the pre-defined targets decided by your manager every month and the amount is payable monthly on the basis of the performance slab. Performance Criteria may undergo modification without prior notification. MIP Scheme may be withdrawn or modified without prior notification.



Adarsh Krishna

Head - Global Recruitment Cell

2
39
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Date: 20th-Feb-2021

Subject: Offer Letter

Dear **Mr Aditya Deshmukh**,

Congratulations! We are pleased to offer you employment at Inspacco! Your designation would be **Sourcing Manager**.

Your total annual compensation package (CTC) shall be **2,28,000** Indian Rupees. This includes Fixed Components, Standard Allowances, and other benefits as governed by company policies, subject to government regulation in force from time to time.

Your CTC will be revisited after 12 months based on the evaluation of your performance. A detailed appointment letter, outlining the terms and conditions shall be issued when you join the organization.

Your date of joining with Inspacco will be **25-Feb-2021 at Pune**.

This offer is subject to acceptance from your end and clearances of your previous organization. Please sign and return a duplicate copy of this letter in acceptance of the above.

We are sure you are excited to be a part of this growing organization. Together, let us take Inspacco to newer and greater heights!
All the best!

Warm regards,

For Inspacco

Sanket Nerkar

Sanket Nerkar

Founder & CEO,

Inspacco

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ANNEXURE

The details of your compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework.

	Monthly	Annually
Fixed Components(A)		
Basic	₹9,500.00	₹114,000.00
HRA	₹4,750.00	₹57,000.00
Special Allowance	₹4,750.00	₹57,000.00
Total(A)	₹19,000.00	₹228,000.00
Professional Tax	₹200.00	₹2,500.00
Net Take Home	₹18,800.00	₹225,500.00

Date: April 23, 2021

OFFER LETTER

Dear Anurag

Based on your interview and our interaction so far, we are happy to offer you the position of Digital Marketing Execuitve at Virram Virality Pvt. Ltd - "Viram Labs".

<u>Anurag Kamble</u>		
<u>Components</u>	<u>Break-up (Monthly)</u>	<u>Break-up (Annual)</u>
Basic	13500	162000
HRA	675	8100
Statutory Bonus	1125	13500
Special Allowance	1001	12011
Employer's PF Contribution	1800	21600
Component A	18101	217211
Employer's ESIC Contribution	608	7297
Component B	608	7297
Performance Linked Variable Pay	0	0
Component C	0	0
CTC (Component A+B+C)	18709	224508

You are requested to provide written confirmation, that the below offer/compensation is acceptable to you either via email or in writing.

Other Terms & Conditions:

- This offer stands cancelled/invalid, if confirmation is not received within 3 business days from the offer made date.
- You are requested to complete all documentation on your first day of joining, post which Appointment Letter will be issued to you.
- You shall be on probation of 90 days from the effective date of joining.
- You are also liable to serve 30 days' notice period in case of resignation.

eClerx

November 12, 2020

Ms. Swarali Mukund Pendse
B 001, Sai Gopal Complex, Tera
Gharanchi Ali, 402107

Dear Swarali,

Congratulations!!!

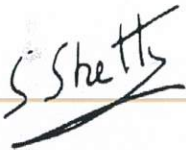
We are extremely pleased to extend you a warm welcome to the eClerx family. We wish you a successful and professionally rewarding career with us.

Please find attached your letter of appointment with eClerx. The letter sets out the terms and conditions of your employment. We request you to acknowledge the duplicate copy of this letter and return it to us as a token of your acceptance.

Your HR Business Partner will soon reach out to you to introduce themselves. Should you have any queries or concerns they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy and exciting association with you.

With Best Regards,



Sagar Shetty
Associate Program Manager – Human Resources

Registered Office:
eClerx Services Ltd.,
[CIN: L72200MH2000PLC125319]
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai – 400 023, Maharashtra, India.
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8655
E-mail ID: contact@eclerx.com | www.eClerx.com

Office Address:
eClerx Services Ltd.,
Block No 1, 5th Floor, Quadron Business Park Limited,
Rajiv Gandhi Infotech Park, Plot No: 28, Hinjewadi Phase II,
Pune – 411 057, Maharashtra, India.
Ph: +91 20 4027 7990
www.eClerx.com

November 12, 2020

Dear Swarali

Further to your Offer Letter dated **November 11, 2020**, we are pleased to appoint you as **Analyst** in the LEO program. Your employment with us will commence on **Thursday, November 12, 2020**.

With reference to your Apprenticeship Contract Letter dated **November 12, 2020**. Duly accepted and signed by you, your Apprenticeship Contract duration from **November 12, 2020**. To **May 12 2021** and your date of conversion to on roll employment is **May 13, 2021**. Please note that without any Statutory Obligation on our part, however, for the limited purpose of extending the service continuity benefits to you, your Apprenticeship Contract Duration, starting from **November 12, 2020** will be considered as your DOJ.

Apart from the other policies binding upon the employees of the company, the general terms and conditions to your appointment are as follows:

The terms and conditions of your appointment are as follows.

1. Work Location

1.1. Your initial work location will be Pune. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates (whether in India or abroad) as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your resignation from the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment is contingent on successful verification of all documents and information provided by you as a part of your recruitment/joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability(s) should the results of your background investigation come out as negative. HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate

suitable action against you, including termination of services.

3. Remuneration & Privileges

3.1. Your compensation details will be as per Annexure I. The remuneration as indicated in the annexure is comprehensive and all-inclusive and hence it shall be deemed to include all the liabilities of the Company including keeping into account any extra hours worked.

4. Probation

4.1. Your first three months with the Company constitutes a training / probationary period. This will exclude any leave of absence or such other period, which is not treated as duty as per the regulations of the organization. The probation period can be extended at the discretion of the manager. During this period, the company or you may terminate this agreement by giving 15 days' notice or payment in lieu of notice period. The Company reserves the right not to accept the payment in lieu of notice.

4.2. Notwithstanding the above mentioned clause, the company reserves the right to put you under a training module as per the requirement of the specific business, the successful completion of which would determine the confirmation of your employment.

4.3. On your being unsuccessful on assessment parameters as defined by the company after the training completion period, the company reserves the right to either extend your probation period as per the Confirmation Policy, or terminate your employment with immediate effect with 15 days of notice period in case your skill sets are found to be misfit for the business skills Without prejudice to clause no 4.1 and 4.2 as mentioned above, the Company may, during the period of training/probation. terminate your services without any notice or payment in lieu of notice should you be found guilty of violation of any of the Companies' policies or breach of code of conduct which may not be conducive to the Company or its reputation.

4.4. On successful completion of probation, you will be confirmed as a permanent employee and the rules regarding your employment then will be governed by relevant policies and code of conduct that apply all employees in a permanent capacity.

5. Training

5.1. You may need to undergo designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as you.

5.2. In such cases, you may be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

5.3. Breach of the agreement may call upon necessary recovery from your full and final settlement

6. Leaves

6.1. You are eligible for 24 working days of leave in a year. All leaves applied for will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy. The leave process shall be guided under Leave policy of the company.

6.2. You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the company in order to avoid such instances.

7. Separation

7.1. Post confirmation of your employment, your services can be terminated by the company, with or without reasons, by giving a notice of 30 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total compensation earned for an equivalent period of time.

In case you decide to terminate your employment with the Company, you would be required to serve the notice period of 30 days upon your resignation. The company may waive off the notice period requirement, at its own prerogative and require you to compensate for the shortfall of notice period.

7.2. Without prejudice to any clause in this contract, the Company also reserves the right to terminate your employment for Reasons mentioned below with immediate effect without any payment in lieu of notice period, whereupon you shall cease to be in the employment of the Company and you shall have no claim whatsoever against the Company for damages or otherwise by reason of such determination.

For the purposes of this Clause 7.2, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being served on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve) consecutive months; or
- c. You becoming of unsound mind; or
- d. You are convicted of a criminal offence; or
- e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or
- f. You commit any breach of any of your duties or obligations under the Employment Documents; or
- g. You refuse or neglect to comply with any lawful and reasonable orders or directions given to you by the Company; or
- h. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in

the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or

- i. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or
- j. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results in your performance which are the requirements for meeting your job responsibilities; or
- k. Causing damage to company's property; or
- l. Going on or abetting a strike in contravention of any law for the time being in force; or
- m. Committing theft, fraud or dishonesty
- n. You being found guilty of any unlawful activity including but not limited to threatening of employees, security breaches, harassment including sexual harassment, etc.
- o. For violation of the Company Code of Conduct and Company Ethics which goes against the ethos of the company.

The list above is suggestive and by no means exclusive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.3. In the event of continued absence from work without prior information and authorization, the Company can initiate disciplinary action against you as specified in the relevant separations policy(s) and/or document(s) which may lead to termination of your employment.

7.4. You will automatically retire from the service of the Company on attaining the age of 60 (sixty) years, if not terminated earlier, [unless otherwise agreed between the parties].

7.5. On termination of your employment, all works carried out by you – both in physical and digital form – during your employment shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.6. When your employment with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs and other personal property belonging to the Company and complete the due handover process during the notice period that you are required to serve by the Company. In the event of your failure to do so, you shall be liable to face legal proceedings and compensate the company for any material loss of business as determined by the company at its sole discretion. The Company may withhold your exit clearance and / or full and final settlement on account of your breach of the Company's rules and regulations and until it is able to recover the losses incurred by it on account of your breach of the Company's rules and regulations.

8. Working Hours

8.1. The working hours applicable to you will be the same as are observed depending upon your process and program. The initial shift, location or program awarded to you may change at any time during the period of

employment as decided by eClerx management.

9. Conflict of Interest

9.1. During your service with the company you are expected to devote your whole time and attention to the company's affairs and refrain from directly or indirectly engaging in any other business. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business, during your employment with the Company. This restriction applies whether or not the other activity is of a similar nature to or competes in any material respect with any of the businesses of the Company.

9.2. You will not seek membership of any local, public or political bodies or undertake any other business, assume any public office, honorary or remunerative, without the specific written permission of the HR Head. In the event of your becoming member of any local or public or political bodies or undertaking any business, assuming any public office without following due process as prescribed by the Company, you shall be deemed to have contravened the terms and conditions of employment and the Company reserves the right to take appropriate action as it deems fit including forthwith terminating your employment with the Company as provided in the Employment Documents.

9.3. In case you join or are transferred to the Financial Markets vertical, you may be required to disclose the details of Demat / Trading account held by you and your family members to meet the compliance requirements of the client.

10. Non-Disclosure

10.1. You hereby agree to sign and enter into a Non-Disclosure / Confidentiality Agreement on your date of joining or at any time thereafter in the format prescribed by the Company. You further agree that you shall keep the Company's Confidential Information (as defined in the Non-Disclosure / Confidentiality Agreement), whether or not prepared or developed by you, in the strictest confidence.

10.2. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and the Company will automatically be indemnified against any breach thereof.

11. Non-Solicitation of Employees and Clients and Non-Compete

11.1. During the term of your employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, you shall not –

- a. Undertake and ensure that directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment with the Company, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.
- b. Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company.
- c. Join the services or be associated with any former employee of the Company who is undertaking any activity

competing with the business of the Company.

d. All business opportunities known to you or made known to you at any time, with respect to and / or connected with the business of the Company are not referred to any third party but are referred only to the Company and are undertaken in any other company only with the prior written consent of the Board of Directors of the Company (hereinafter referred to as 'the Board').

e. Neither directly nor indirectly own, conduct, engage in, manage, operate, join, control, finance, invest in, bid for, advise or otherwise participate in or in any manner be associated or connected with, whether for or without remuneration, in any business, individual, partnership, firm, corporation, limited liability company or other entity whatsoever similar to or competing directly or indirectly with the business of the Company, its subsidiaries or affiliates nor undertake or be engaged, directly or indirectly in any activities or do any act or thing which would, or is likely to, be detrimental to the interests, business or reputation of the Company, its subsidiaries or affiliates.

12. Jurisdiction

12.1. In case of any dispute or difference arising out of or under this contract, resulting into any proceeding before any Authority, Courts etc. in respect of this contract, the same will be subject to the jurisdiction of Mumbai.

13. Applicable Company rules and regulations

You will be governed by the Company's rules and regulations (and practices) as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you

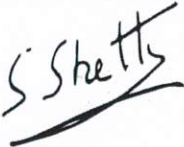
14. Change in Terms and Conditions of your employment

The company reserves the right to change the terms and conditions of your employment which would be intimated to you either through changes in company policies or through an amendment to your employment contract, or through other means of communication which would purport to amend the said terms in your employment contract.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on remaining pages.

Yours faithfully,

For eClerx Services Limited



Sagar Shetty

Associate Program Manager– Human Resources

ANNEXURE I

Name: Swarali Mukund Pendse
Designation: Analyst
Date of Joining: November 12, 2020

Salary Component	Amount (INR)	Annual Amount(INR)
Basic Pay	8,456	101,472
House Rent Allowance	423	5,076
Other Allowance	3,766	45,192
Bonus	2,800	33,600
Monthly Fixed Compensation	15,445	185,340
Retiral Fund	1,467	17,604
Monthly Total Compensation	16,912	202,944
Annual Total Compensation		202,944
Performance Bonus (Upto)	1,353	16,236
Cost To Company		219,180
Gratuity ³		4,881
Total Cost To Company		224,061

The Company is also pleased to extend the following benefits to you:

1. Group Medical Insurance

- You are eligible for floater medical insurance cover of INR 100,000 which covers yourself
- The insurance is inclusive of pre-existing disease cover from the date of joining
- You may also opt for additional cover for your family including your spouse, children and parents / parents-in-law post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary

2. Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents

3. Executive Health check-up:

- All employees aged 35 years and above are eligible for an executive health check-up once a year. Details on the appointment booking procedure will be made available to you subsequently.

4. Night Shift Allowance

- In case you are required to work in the night shift on account of process or client requirements, you will be eligible to receive Night Shift Allowance
- The amount paid to you will depend on your designation, number of nights shifts worked and all other rules as may be specified by the company policies.

5. Language Allowance

- In case you're hired for a role that requires proficiency on a foreign language, you shall be eligible to be paid a Language Allowance along with your monthly salary
- The same will be withdrawn if your role changes for any reason whatsoever, and the new role does not require

you to use your language proficiency

6. Transport

- a. eClerx offers subsidized transport to all its employees basis the local transport policy
- b. Should you wish to avail, an amount of INR 1400 will be deductible from your fixed compensation every month

Other Notes:

1. Taxation

- a. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your compensation.
- b. The Company shall be entitled to deduct from your compensation, income tax, other taxes and levies which it is liable to deduct at source.

2. Provident Fund

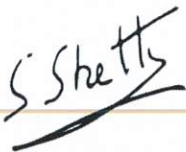
- a. Since you have opted not to participate in the Employees Provident Fund Scheme, the Retiral Fund amount will be paid as a part of your Monthly Fixed Compensation.

3. Gratuity

- a. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter

4. Performance Bonus (Upto)

- a. The performance bonus mentioned in the aforementioned table includes complete liability of the company on bonus payments to you including those required by statute.
- b. Bonus pay out in contingent on your performance and will be prorated basis the date of joining or changes in salary as per company policy
- c. The performance bonus payout is annual in nature and is subject to your being on the active rolls of the Company, on the date of actual payout.



Offered By: Sagar Shetty
Designation: Associate Program Manager – Human Resources

Accepted by: _____

(Name and Signature)

Date:

Letter of Intent/Appointment Offer

Dear **Vishwajit Vijay Mali**,

Date: 12 Nov 2021

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of **Training Associate** with Team Lease Services Limited on fixed-term assignment and your date of Joining would be **12 Nov 2021**. Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be INR **17166.00** and **205992.00** respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be **Pune H O**. The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: <https://play.google.com/store/apps/details?id=com.teamlease.associate&hl=en>

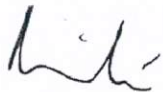
Link for iOS App: <https://itunes.apple.com/in/app/teamlease/id1033421268?mt=8>

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in the future.

Yours sincerely,

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



Rituparna Chakraborty
(Authorized Signatory)

Signature and date:

Name:

HRD/InfosysBPM/1001806746

08-April-2021

Mr. Kartik jaiswal

Ro no 94 saidham new
Khadgaon road latur

78

STRICTLY PRIVATE & CONFIDENTIAL

Dear Kartik jaiswal,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"). We are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | |
|---------------------------|---|-------------------|
| a) Role | : | Process Executive |
| b) Role designation | : | Process Executive |
| c) Job Level | : | 2B |
| d) Date of Joining | : | 09-April-2021 |
| e) Location of Posting | : | Pune |
| f) Gross Salary per month | : | Rs. 16944/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your process code. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This allowance is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

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3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (ma
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned post verification. Under situations where the employee works for a client which needs the employee to furnish details of other employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address by you, the education details provided by you, the details of your prior work experience (if any) and criminal records expressly consent to, the Company conducting such background checks. In this connection, you are required to submit documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided to the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the industry Organization has conceived the "National Skills Registry" that promises more effective information security and data protection. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry professional on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the joining of an employee falls between the 1st and 15th day (both days inclusive) of a month then the employee will be confirmed on the 1st day of the following month.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving **calendar day's prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so. The Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs as stipulated by the organization. Upon completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at the Company's discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of the work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the policy of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on rotational shifts allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be borne by you at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accumulation.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days' notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any company/entity engaged in any form of business activity without the consent of the Company. The consent may be given on any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with the company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may be changed from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of its issuance. Employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dendra Mathur
Head Human Resource Development – BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

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



Head Human Resource Development – BPM

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 name

Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the Company. Also, please carry with you a photo identity card and address proof that you have (Passport/Driving License/Voter ID Card/Aadhar Card).

APPENDIX 1

COMPENSATION DETAILS	
Name	Kartik jaiswal
Role Designation	Process Executive
Job Level	2B
Date of Joining	09-April-2021
Location of Posting	Pune
Fixed Components	Amount in INR per
Basic	10848
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	597
Sub Total 1	12545
Statutory Components	
Company Contribution to Provident Fund	1434
Gratuity	575
Bonus	2390
Sub Total 2	4399
Gross Salary per month - Sub Total 1+2	16944
Total Annual CTC	203328

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs
Shift Allowance (paid monthly if you are working in night shift)	As ap

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an indi plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, en contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determin accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set fort

Offered by:	Candidate:	SAP data provided by:	SAP data updated b
Date: 08-April-2021	Date: _____, 20____	Date: _____, 20____	Date: _____,
_____ Sign your name	_____ Sign your name	_____ Sign your name	_____ Sign your name
Job Varghese	Kartik jaiswal		
_____ Print your name	_____ Print your name	_____ Print your name	_____ Print your name
947829 HRD			
_____ Emp No. Dept.. Name		_____ Emp No. Dept.. Name	_____ Emp No. Dept..

APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate A
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 th /14 th month from joining	Up to Rs. 133/c
Transport** (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250** - Rs.

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company b amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	
3:00 PM	9:15	12:15 AM	
3:30 PM	9:15	12:45 AM	
4:00 PM	9:15	1:15 AM	
4:30 PM	9:15	1:45 AM	
5:00 PM	9:15	2:15 AM	
Shift 3 - From 5:30 PM – 2:29 AM			
5:30 PM	9:15	2:45 AM	
6:00 PM	9:15	3:15 AM	
6:30 PM	9:15	3:45 AM	
7:00 PM	9:15	4:15 AM	
7:30 PM	9:15	4:45 AM	
8:00 PM	9:15	5:15 AM	
8:30 PM	9:15	5:45 AM	
9:00 PM	9:15	6:15 AM	
9:30 PM	9:15	6:45 AM	
10:00 PM	9:15	7:15 AM	
10:30 PM	9:15	7:45 AM	
11:00 PM	9:15	8:15 AM	
11:30 PM	9:15	8:45 AM	
12:00 AM	9:15	9:15 AM	
12:30 AM	9:15	9:45 AM	
1:00 AM	9:15	10:15 AM	
1:30 AM	9:15	10:45 AM	
2:00 AM	9:15	11:15 AM	
Shift 4 - From 2:30 AM – 5:30 AM			
2:30 AM	9:15	11:45 AM	
3:00 AM	9:15	12:15 PM	
3:30 AM	9:15	12:45 PM	
4:00 AM	9:15	1:15 PM	
4:30 AM	9:15	1:45 PM	
5:00 AM	9:15	2:15 PM	
5:30 AM	9:15	2:45 PM	
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	
6:29 AM	9:15	3:44 PM	
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	
1:00 PM	9:15	10:15 PM	
1:30 PM	9:15	10:45 PM	
2:00 PM	9:15	11:15 PM	
2:00 PM - 2:29 PM			
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	
7:00 AM	9:15	4:15 PM	
7:30 AM	9:15	4:45 PM	
8:00 AM	9:15	5:15 PM	
8:30 AM	9:15	5:45 PM	
9:00 AM	9:15	6:15 PM	
9:30 AM	9:15	6:45 PM	
10:00 AM	9:15	7:15 PM	
10:30 AM	9:15	7:45 PM	
11:00 AM	9:15	8:15 PM	
11:30 AM	9:15	8:45 PM	

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a materia employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

- a. accept any offer of employment from any Customer, where I had worked in an official capacity with that Customer (12) months immediately preceding the termination of my employment with Infosys BPM;
- b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:



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Date: 19-Feb-2020

Name of Employee : Shubham Mahajan

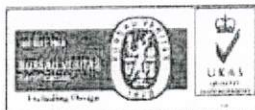
Work Location : Pune

Employee ID : RWPPU018

Dear Shubham,

We are pleased to offer you employment to work as '**Promoter**' on deputation with **Rakyan Beverages Pvt. Ltd. (Raw Pressery)**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period from **19-Feb-2020 to 18-Feb-2021**. Notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period; this contract shall be co-terminus with the aforementioned project/work.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary appointment for such a period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In the event, the company shall be in writing extend your temporary assignment on the terms as may be indicated in such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our Client Company to do work pertaining to or incidental to the Client business.
4. You will be entitled to leaves as per client policy.
5. You will not be absent from your duty without sufficient reasons, you will obtain prior written permission / sanction from the supervisor about your absence giving reasons thereof and probable duration immediately, failing which, the same will be treated as loss of pay and if it continues we shall take appropriate action.
6. You will be governed by the conduct, discipline, rules and regulations as laid down by the management.
7. You will receive remuneration as detailed in Annexure I. The salary for the first month will be paid, subject to furnishing the details mentioned below:
 - A. CV and a passport size photograph
 - B. Proof of age, Identity and Residence (Pancard & Aadhar Card are Mandatory)
 - C. Certificate of Educational Qualifications
 - D. Experience Certificates from previous employer
 - E. Release from previous employer
 - F. A copy of your present salary slip and 2 references with telephone and e-mail contact
8. This contract shall be terminable without any notice by the employer and with a notice of 30 days in writing or salary in lieu of notice, by the employee.
9. You will, with effect from **19-Feb-2020** be required to work at **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** office/ premises at any of their locations.



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10. During the tenure of deputation, you will continue to be an employee of M/s **Futurz Staffing Solutions Pvt. Ltd.**
11. In the day to day functioning or carrying out all responsibilities, you will receive instructions from **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** and will undertake to abide by any suggestions, etc. given by any assigned person(s).
12. You shall also abide by training that may be offered to you by **Rakyan Beverages Pvt. Ltd. (Raw Pressery)**.
13. You shall be bound by the working hours of **Rakyan Beverages Pvt. Ltd. (Raw Pressery)**.
14. You shall take care not to disclose confidential information/trade secrets, etc. that you may come across in the course of your responsibilities to anyone outside **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** and use such information only in connection with the service provided to **Rakyan Beverages Pvt. Ltd. (Raw Pressery)**.
15. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** this arrangement is purely a contractual agreement between **Futurz Staffing Solutions Pvt. Ltd.** and **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** for the time specified.
16. You shall not engage in any act subversive of discipline in the course of your duty/duties in the property of **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
17. You shall be responsible for protecting the property of **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** entrusted to you in the due discharge of your duties and shall indemnify **Rakyan Beverages Pvt. Ltd. (Raw Pressery)**, when there is a loss of any kind to the said property.
18. You will be liable to compensate **Futurz Staffing Solutions Pvt. Ltd.**, in case any claim arises from **Rakyan Beverages Pvt. Ltd. (Raw Pressery)** on account of your wilful act or negligence.

We are consciously endeavouring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the Futurz family. As a new entrant, we would like you to whole-heartedly contribute in this process. As a token of acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Background Checks-Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.

Yours sincerely,

For **Futurz Staffing Solutions Pvt. Ltd.**

Authorized Signatory





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Annexure I

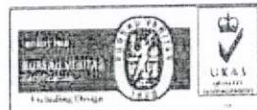
Name : Shubham Mahajan
Designation : Promoter
Location : Pune
Start date : 19-Feb-2020
End date : 18-Feb-2021

Particulars	Salary Per Month
Basic	11610
HRA	2127
Conveyance	0.00
City Compensatory Allowance	0.00
Education Allowance	0.00
Special Allowance	0.00
Statutory Bonus	967
Sub Total : (A) Gross	14704
Other Employers Cost:	
PF @ 13%	1509
Employers ESIC @3.25%	478
Bonus CTC	0.00
Sub Total : (B)	1987
Cost to Company :(A)+(B)	16691
Less Deductions :	
Insurance	0.00
PF @ 12%	1393
P. Tax as Per State	200
Employees ESIC @0.75%	111
Sub Total : (C)	1704
Take Home : (A) - (C)	13000

**Professional Tax & LWF will be deducted as per state norms.

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____



04th April 2022

To,
Mahesh Dikari,
Shewalewadi-412307,
7218960865 | maheshdikari2018@gmail.com

Dear Mahesh,

With reference to your interview with us, we are pleased to offer you to work with our organization as per the following terms and conditions:

- 1) You are expected to join immediate, for this offer to be effective, and we reserve the right to extend the same.
- 2) Your designation will be **Accounts Executive** and the timings would be 9.30 - 6.30 PM.
- 3) You will be placed on **probation** for a period of **Three months** from your date of joining.
- 4) Your total compensation (Cost to the Company) will be **Rs. 17000/-** (Rupees Seventeen Thousand only) per Month. Upon confirmation of your services your monthly compensation will be revised upto **Rs. 18000/-** (Rupees Eighteen Thousand only) per Month. Besides salary you are eligible for yearly incentive.
- 5) The position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month probationary period during which time your performance will be reviewed. And salary will be revised as per point no 4 along with confirmation.
- 6) On the successful completion of your probation period, you will be confirmed in writing. Your probation period can be extended in case the management is not satisfied with your performance.
- 7) Your employment with the Company will be "at will" meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause, with a notice of 30 days in advance.
- 8) Although your job duties, title, compensation and benefits, as well as the Company' personnel policies and procedures, (which will be provided to you as soon as you join) may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).
- 9) You shall maintain and keep in your safe custody and strict confidence, documents and other papers as may be issued to you or may come in your possession and shall provide the same as and when required.

- 10) The terms of your employment with the Company supersede any other understandings, oral or written, between you and the Company. Any additions or modifications of these terms would have to be in writing and signed by yourself and the Company.
- 11) We hope that you find the foregoing terms acceptable, and look forward to the start of your career with the Company. You may indicate your agreement with these terms by signing and dating the enclosed duplicate original of this letter.

Warm Regards,
For Excilion Trading and Services Pvt. Ltd

Prajada Giri
HR Executive

AGREED AND ACCEPTED ALL THE TERMS AND CONDITIONS MENTIONED ABOVE



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Appointment Letter

1st August 2020

Mr. Shriniwas Subhash Choude

Matru Pitru Chaya, beh, MSEB Office

Nalegaon, Ta. Chakur, Dist. Latur 413524

Subject: Letter of Appointment for Full Time Job

Dear Shriniwas,

We are pleased to appoint you as **Territory Sales Executive** your employment will be governed by the following terms and conditions:

1. Position

You will serve in a full-time capacity as the Territory Sales Executive of the Company for Pune and Nearby Areas . You will report to the Director of the Company. You will be responsible for all the sales functions of the Company, which includes bookings for DELYBITES FOODS products and working with the Marketing, Operations and Product Development groups, in order to achieve the Company's revenue and profit goals. You will also be responsible for managing the Company's sales representative organizations and adding sales representatives, both domestic and international,

DELYBITES FOODS

Registered Address-FL-A/708 Shiv Zen world society, Pune Solapur highway, Manjari (Bk)
,Pune MH 412307 IN

Email-info@delybites.com Contact No-+91 7249825159 www.delybites.com

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2. Job Location

Job Location and Sales area Your job location for the Territory Sale Executive Position Currently Pune and West Maharashtra Aurangabad , Maratheada , Ahemdnagar and Akola .However you needto travel across India for Sales Activities for Business Expansion Activities

3. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16,000/- (Rupees Sixty Thousand Only) + Traveling Allowance** per month. You can reimburse the travelling expenses outside Pune district as per the company policy.

4. Working Hours

Your working hours will be 10 am to 6 pm as per the current company policy. The company observes a 6 day work week.

5. Date of Appointment

Your date of appointment as per company records is **03-08-2020**.

6. Performance and Increments

Your performance reviews will be done on a monthly basis Increase in your salary will be reviewed periodically after 12 Months as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance or achieving sales target as the company during the period of review.

Incentive Policy at the time of Joining

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Registered Address-FL-A/708 Shiv Zen world society, Pune Solapur highway, Manjari (Bk)
,Pune MH 412307 IN

[Email-info@delybites.com](mailto:info@delybites.com) Contact No-+91 7249825159 www.delybites.com

HRD/InfosysBPM/1001524750

09-Decem

Ms. Saloni Rushikesh Bakshi

C wing, 404/A, New kopre garden,
 Karve nagar, Near Cummins college, Pune 411052

STRICTLY PRIVATE & CONFIDENTIAL

Dear Saloni Rushikesh Bakshi,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"). We are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations of the Company from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and you will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | | |
|----|-------------------------------|---|--------------------------|
| a) | Role | : | Process Executive |
| b) | Role designation | : | Junior Accountant |
| c) | Job Level | : | 2B |
| d) | Date of Joining | : | 11-December-20 |
| e) | Location of Posting | : | Pune |
| f) | Gross Salary per month | : | Rs. 15917/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.0" policy upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of certifications and meeting performance criteria as laid down by the organization. Your compensation will also include an incentive for achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as per the policy.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are able to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable and is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in the day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (ma
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned post verification. Under situations where the employee works for a client which needs the employee to furnish details of previous employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee' Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks expressly consent to, the Company conducting such background checks. In this connection, you are required to submit all documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided to the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the industry Organization has conceived the "National Skills Registry" that promises more effective information security and uniquely identify each industry professional on bio-metrics. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry professional on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the cost of verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee will be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria for confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee will be confirmed effective the 1st day of the 8th month from his/her date of joining subject to fulfillment of all criteria for confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving **calendar day's prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so. The Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination. If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at the Company's discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of the work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the policy of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on allowances of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be borne by you at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accumulation.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days' salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee company/entity engaged in any form of business activity without the consent of the Company. The consent may be to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of the offer. Employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Raghavendra. K
Senior Vice President & Global Head- Human Resource Development
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

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



Raghavendra K Senior Vice President & Global Head- Human Resources Development

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 name

Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the Company. Also, please carry with you a photo identity card and address proof that you have (Passport License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents stated in original, this Offer of employment shall be deemed to be cancelled and withdrawn and no rights shall be available.

APPENDIX 1

COMPENSATION DETAILS	
Name	Saloni Rushikesh Bakshi
Role Designation	Junior Accountant
Job Level	2B
Date of Joining	11-December-20
Location of Posting	Pune
Fixed Components	Amount in INR per
Basic	10031
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	557
Sub Total 1	11688
Statutory Components	
Company Contribution to Provident Fund	1336
Gratuity	535
Bonus	2358
Sub Total 2	4229
Gross Salary per month - Sub Total 1+2	15917
Total Annual CTC	191004

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs
Shift Allowance (paid monthly if you are working in night shift)	As ap

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an indi plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, en contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determin accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set fortl

Offered by: Date: 09-December-20 _____ Sign your name Pallavi _____ Print your name 964684 HRD _____ Emp No. Dept.. Name	Candidate: Date: _____, 20____ _____ Sign your name Saloni Rushikesh Bakshi _____ Print your name	SAP data provided by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name	SAP data updated b Date: _____, _____ Sign your name _____ Print your name _____ Emp No. Dept..
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APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate A
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 th /14 th month from joining	Up to Rs. 133/c
Transport** (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250** - Rs.

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company b amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	
3:00 PM	9:15	12:15 AM	
3:30 PM	9:15	12:45 AM	
4:00 PM	9:15	1:15 AM	
4:30 PM	9:15	1:45 AM	
5:00 PM	9:15	2:15 AM	
Shift 3 - From 5:30 PM – 2:29 AM			
5:30 PM	9:15	2:45 AM	
6:00 PM	9:15	3:15 AM	
6:30 PM	9:15	3:45 AM	
7:00 PM	9:15	4:15 AM	
7:30 PM	9:15	4:45 AM	
8:00 PM	9:15	5:15 AM	
8:30 PM	9:15	5:45 AM	
9:00 PM	9:15	6:15 AM	
9:30 PM	9:15	6:45 AM	
10:00 PM	9:15	7:15 AM	
10:30 PM	9:15	7:45 AM	
11:00 PM	9:15	8:15 AM	
11:30 PM	9:15	8:45 AM	
12:00 AM	9:15	9:15 AM	
12:30 AM	9:15	9:45 AM	
1:00 AM	9:15	10:15 AM	
1:30 AM	9:15	10:45 AM	
2:00 AM	9:15	11:15 AM	
Shift 4 - From 2:30 AM – 5:30 AM			
2:30 AM	9:15	11:45 AM	
3:00 AM	9:15	12:15 PM	
3:30 AM	9:15	12:45 PM	
4:00 AM	9:15	1:15 PM	
4:30 AM	9:15	1:45 PM	
5:00 AM	9:15	2:15 PM	
5:30 AM	9:15	2:45 PM	
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	
6:29 AM	9:15	3:44 PM	
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	
1:00 PM	9:15	10:15 PM	
1:30 PM	9:15	10:45 PM	
2:00 PM	9:15	11:15 PM	
2:00 PM - 2:29 PM			
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	
7:00 AM	9:15	4:15 PM	
7:30 AM	9:15	4:45 PM	
8:00 AM	9:15	5:15 PM	
8:30 AM	9:15	5:45 PM	
9:00 AM	9:15	6:15 PM	
9:30 AM	9:15	6:45 PM	
10:00 AM	9:15	7:15 PM	
10:30 AM	9:15	7:45 PM	
11:00 AM	9:15	8:15 PM	
11:30 AM	9:15	8:45 PM	

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

- (1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a materia employment with Infosys BPM.
- (2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in an official capacity with that Customer (12) months immediately preceding the termination of my employment with Infosys BPM;
 - b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

Date : 01-Jul-2021

Name : SHINDE NILESH BIRAJI
Address : KAVTHA ROAD MATHAN SHIRUR PUNE MAHARASHTRA 412218
Employee Code : AS505513

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL ASSETS MORTGAGE LAP BRANCH** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **12-Jul-21** . Your place of work shall presently be at **KHARADI**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6015	72180
HRA	3008	36096
Bonus	1750	21000
Special Allowance	2087	25044
Mobile Allowance	500	6000
Employer Provident Fund	1242	14904
Employer ESIC	435	5220
Gratuity	289	3468
CTC	15326	183912

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

19-November-20

HRD/InfosysBPM/1001501059

Ms. Sujata Angad Jadhav

S No 72, Near Ganesh Temple Dighi,
Nirankari colony Adarsh nagar, pune 411015

STRICTLY PRIVATE & CONFIDENTIAL

Dear Sujata Angad Jadhav,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | | |
|----|-------------------------------|---|--------------------------|
| a) | Role | : | Process Executive |
| b) | Role designation | : | Junior Accountant |
| c) | Job Level | : | 2B |
| d) | Date of Joining | : | 20-November-20 |
| e) | Location of Posting | : | Pune |
| f) | Gross Salary per month | : | Rs. 15917/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

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As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

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Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

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You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you **30 calendar day's prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

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You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the

14. Other Terms & Conditions

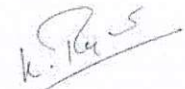
- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Raghavendra. K
Senior Vice President & Global Head- Human Resource Development
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

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

sincerely,



Raghavendra K Senior Vice President & Global Head- Human Resources Development

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 name Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

APPENDIX 1

COMPENSATION DETAILS	
Name	Sujata Angad Jadhav
Role Designation	Junior Accountant
Job Level	2B
Date of Joining	20-November-20
Location of Posting	Pune
Fixed Components	Amount in INR per month
Basic	10031
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	557
Sub Total 1	11688
Statutory Components	
Company Contribution to Provident Fund	1336
Gratuity	535
Bonus	2358
Sub Total 2	4229
Gross Salary per month - Sub Total 1+2	15917
Total Annual CTC	191004

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs 2500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

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, 1972 including but not limited to the minimum service periods set forth therein

Offered by: Date: 19-November-20 _____ Sign your name Pallavi _____ Print your name 964684 HRD _____ Emp No. Dept.. Name	Candidate: Date: _____, 20____ _____ Sign your name Sujata Angad Jadhav _____ Print your name	SAP data provided by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name	SAP data updated by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name
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APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 th /14 th month from joining	Up to Rs. 133/day*
Transport** (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250** - Rs. 1085**

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM – 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM – 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

- (1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.
- (2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with InfosysBPM for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;
 - b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

Date: 9th August 2021

Dear Mr. Dhokar Rohit Chandrashekhar

We refer to your aforesaid application and subsequent interview you had with us, we are pleased to offer a position of “**Executive – Project Success**” based at Pune.

A detailed appointment letter will be issued to you on joining of our organization. The Remuneration will be **180000 Rs per Annum**. You shall be initially placed on a probation of Six months from the date of Joining. Confirmation shall be based on the performance displayed in 6 months.

Your date of joining shall be 11th August 2021. This offer will be valid till 11th August 2021 unless extend after mutual discussion.

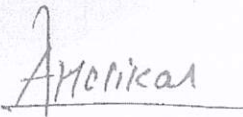
Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

We take this opportunity to welcome you to Relation Realtech Pvt. Ltd. and wish you all best for future endeavor.

As a token of acceptance of the letter, kindly sign on the copy of this letter and send it to us indicating your joining date.

Thanking You!

Yours Truly,



Authorized Signatory

Human Excellence Department

TALENT XPERT

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Date: 21/07/2021

To
Kiran Morale.

Dear Kiran Morale,

With reference to your application and subsequent interview, we have pleasure to offer you the post of "HR Recruiter" on the following terms:

1. Your appointment shall be on a probation for a period of 03 months, during which your performance and general conduct will be observed, and your services may be confirmed if your performance and behavior comes up to our expectations. However this appointment on probation does not give you any right of permanent appointment in our organization.
2. Your probation period as above may further be extended at the discretion of the management. Unless expressly communicated, your appointment shall automatically will be confirmed upon the completion of your probation period as above.
3. Your services are liable to be terminated by a written notice of 2 months. Similarly, should you desire to leave our services, you shall give a written notice of 2 months to the company.
4. You will be paid a consolidated yearly salary of Rs.1,80,000/- (Rupees One lac Eighty Thousand only) during the 1st year of your appointment.

TalentXpert Services Pvt. Ltd.

CIN: U72900PN2016PTC158707 | PAN: AAFCT6830K | GSTIN: 7AAFCT6830K1ZZ

Registered Office: 202, Sai Appex, Datta Mandir Chowk, Viman Nagar, Pune 411014

Website: www.talentxpert.com | Email: info@talentxpert.com | Contact: 9834744730

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TALENT XPERT

5. During your tenure of appointment with us, you will devote your full time to the work of the company, and shall not be entitled to accept any part-time or full time work or assignment for any other person or body of persons without the express permission of the management in that respect.
6. You shall always keep the management promptly informed in writing, about any change in the postal address of your place of residence, including your contact telephone numbers, for the purpose of official communication.
7. This offer is always subject to correctness of all your personal details furnished in your application, and should there be any discrepancy in any manner, your appointment shall be liable for termination forthwith.

If you are agreeable to the above terms and conditions, please convey your acceptance on the duplicate of this letter, and report for duty on or before 21/07/2021.

Kindly note that the said offer will be considered valid till 21/07/2021.

For,
Talentxpert Services Pvt Ltd

PDBhamburda

Authorized Signatory



TalentXpert Services Pvt. Ltd.

CIN: U72900PN2016PTC158707 | PAN: AAFCT6830K | GSTIN: 7AAFCT6830K1ZZ

Registered Office: 202, Sai Appex, Datta Mandir Chowk, Viman Nagar, Pune 411014

Website: www.talentxpert.com | Email: info@talentxpert.com | Contact: 9834744730

Annexure A

Cost to Company

The Monthly and the yearly break-up of your salary will be as follows;

Salary Break-up		
Cost to Company : 1,80,000.00		
Earnings	Per Annum	Per Month
Basic	96,066.00	8,005.50
House Rent Allowance	64,044.00	5,337.00
Conveyance Allowance		-
Additional Allowance		-
Employer PF Contribution	14,040.00	
Employer ESIC Contribution	5,850.00	
TOTAL Earnings	1,80,000.00	13,342.50
Deductions	Per Annum	Per Month
Profession Tax	2,500.00	200.00
Employee PF Contribution	11,527.92	960.66
Employee ESIC Contribution	1,350.00	112.50
TOTAL Deductions	15,377.92	1,273.16
Net In Hand Salary	1,44,732.08	12,069.34

Note:
Any Tax Liability arising out of the remuneration will be deducted as per the Income Tax Rules.

For,
Talentxpert Services Pvt Ltd

PDBhambale



Authorized Signatory

TalentXpert Services Pvt. Ltd.

CIN: U72900PN2016PTC158707 | PAN: AAFCT6830K | GSTIN: 7AAFCT6830K1ZZ
Registered Office: 202, Sai Appex, Datta Mandir Chowk, Viman Nagar, Pune 411014
Website: www.talentxpert.com | Email: info@talentxpert.com | Contact: 9834744730

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Offer Letter

Fri, Mar 24, 2023 at 2:36 PM

Manali Bohra <manalbohra111@gmail.com>
 To: pranavkayande@gmail.com

Hi Manali,

Congratulations!!

This is to confirm your appointment with TSL Consulting Pvt. Ltd. Date for your joining will be 1st February 2021 as Business Development Specialist.

Please note- The final offer and appointment letter will be subject to your presence and will be issued within 2 working days.

Appointment letter will be issued only after submission of documents mentioned below.

On behalf of our organization, we would like to welcome you onboard & wish you all the very best for your new role.

List of Documents to be submitted on the Date of Joining -

All Relieving letters from your previous employers	1 copy
All Experience certificates from your previous employers	1 copy
All Photocopy of educational certificates and mark lists for 12 th standard and graduation/PG etc.	1 copy
Any other certificate of additional qualifications you may possess	1 copy
Last three pay slips.	1 copy
ID and Address proof (local and Permanent both)	1 copy
Aadhar Card	2 copies
PAN Card	2 copies
Passport size photograph	5 photos

Looking forward for having great professional association.

Best Regards,

Dhanashree Jethithor | TSL Consulting Pvt. Ltd.

Human Resources-Executive

P: +91 20 6624 7168 | C: +91 9607827119

402 B, 4th floor, Manikchand Galleria, Plot No. 383, Model Colony, Near Deep Bunglow square, Pune 411 016 India

Email: djethithor@tslmarketing.in

Web: <https://tslconsulting.in>

TSL Consulting Pvt. Ltd. | An ISO 27001:2013 (ISMS) Company

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18/07/2024, 17:55



Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT) Mail - Invitation for Walkin Drive at TSL Consulting Pvt. Ltd. Pune

Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Invitation for Walkin Drive at TSL Consulting Pvt. Ltd. Pune

1 message

Naina Jogi <njogi@tslmarketing.in>
Cc: Pratidnya Gopale <pgopale@tslmarketing.in>

Wed, Dec 13, 2023 at 6:37 PM

👋 Hello Everyone !!!
Hiring Alert!! #walkindrive

Date : Thursday 14th December 2023
Walkin Time: 11:00 AM to 4:00 PM

TSL Consulting Pvt. Ltd. is hiring for Multiple Profile in sales and marketing

Profile : IT Sales and Lead Generation

Qualification : Any Graduate and Above

Experience - 0 to 2 Years (Freshers are welcome)

CTC - Based on Experience

Shift Timing : 9.30 AM to 6.30 PM

Work Location - Work from Office, Shivajinagar Pune

REQUIREMENT-

Excellent Communication Skills in English

Salary : 180000 Rs Per Anum & incentives

Benefits:

5 Days of working

Fixed Shift

Fixed Salary +Attractive Incentives

Contact Person - HR Naina/ HR Akash

TSL Consulting Pvt Ltd

Office Address: 5th floor, Office No. 508+509, A Wing, Pride Silicon Plaza, Senapati Bapat Road, Shivaji Nagar, Pune- 411016

Google Location: <https://maps.app.goo.gl/W95EH8a4AkQBFoDv7>

Best Regards,
Naina Jogi | HR Recruiter

C: +91 9405984355

Office Address: 5th floor, Office No. 508+509, A Wing, Pride Silicon Plaza, Senapati Bapat Road, Shivaji Nagar, Pune- 411016

Email : njogi@tslmarketing.in

Web : <https://tslconsulting.in>

Date: 9th August 2021

Dear Mr. Holikar Akshata

We refer to your aforesaid application and subsequent interview you had with us, we are pleased to offer a position of **“Executive – Project Success”** based at Pune.

A detailed appointment letter will be issued to you on joining of our organization. The Remuneration will be **180000 Rs per Anum**. You shall be initially placed on a probation of Six months from the date of Joining. Confirmation shall be based on the performance displayed in 6 months.

Your date of joining shall be 11th August 2021. This offer will be valid till 11th August 2021 unless extend after mutual discussion.

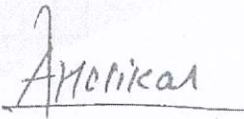
Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

We take this opportunity to welcome you to Relation Realtech Pvt. Ltd. and wish you all best for future endeavor.

As a token of acceptance of the letter, kindly sign on the copy of this letter and send it to us indicating your joining date.

Thanking You!

Yours Truly,



Authorized Signatory

Human Excellence Department

March 14, 2022

Ref:HDBFS/21-22/HRIC306424/Appt/D22471

Mr. Devesh Shankar Pawar,
In Front Of Zp School,
Vadachamala,
A/P Mali Vasti Vikhale,
Near Temple Of Balaji,
Khatav-415312

Dear Mr. Devesh Shankar Pawar,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as RELATIONSHIP EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- Your duties and responsibilities will be explained to you on your joining the Company.
- Your initial place of posting will be at SATARA. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.
- t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than March 29, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Smily Mehra
HBL Global - a division of HDB Financial Services Limited.



AGREED AND ACCEPTED

eSigned using Aadhaar
(Legality.com - MFT09pV)
Devesh Shankar Pawar

Date: Tue Mar 15 15:08:02 IST
2022

Mr. Devesh Shankar Pawar

Annexure A

		Compensation Breakup	
Name	MR.DEVESH SHANKAR PAWAR		
Role	Relationship Executive		
Grade	G7		
Location	Satara		
Annual Compensation Break up			HDBFS Monthly
Basic	96,756		8,063
HRA	38,700		3,225
Conveyance Allowance	19,344		1,612
Provident Fund (Employer's contribution)	13,932		1,161
Gross Salary (A)	1,68,732		14,061
ESIC (Employer's contribution)----(B)	4,402		367
Gratuity----- (C)	4,654		388
Total Fixed Compensation (D=A+B+C)	1,77,788		14,816
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref:HDBFS/21-22/HRIC306424/Appt/D22471	

I accept the terms and conditions as mentioned in the Appointment letter.

eSigned using Aadhaar
(Leegality.com - MT09pV)
Devesh Shankar Pawar

Date: Tue Mar 15 15:08:02 IST
2022

Mr.Devesh Shankar Pawar

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SLK GLOBAL SOLUTIONS

Branch Office : #3, Building No: 2, Commerzone,
6th & 7th Floor, SY # : 144/145, Samrat Ashok Path,
Verwada, Pune - 411006, India. T + 91 20 4011 8500



APPT/SLKGLOBAL/2021

31st January 2021

Akshay Choudhary
Pune.

Dear Akshay Choudhary,

Congratulations! We have pleasure in offering you the position of "Associate Team Member"

You will be paid **Monthly Gross Salary of Rs. 14,740**. Please report to work on or before **1st February 2021**, at **10:30 AM** along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedent and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation. You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by **1st February 2021**.

This offer of employment is valid up to **1st February 2021**, beyond which this will be treated as cancelled.

You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,

Garima Puranik
(Authorized Signatory)

Annexure

- Salary break-up sheet
- Documents/things required at the time of joining SLK Global Solutions Pvt Ltd
- Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on 01-02-2021

Name: Akshay Choudhary

Signature: Akshay

Address: AT Post Badarli

Phone: _____

Dst. Buxhannur (N.R.) PIN: 450331 Date: 01-02-2021

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October 1, 2020

Ref:HDBFS/20-21/HRIC32804/App/127793

Ms.Priyanka Shankar Bhure,
Pradnyapuri Appartment ,
Near Bombay Cambridge,
School Warje Sn 15/8 2/3 Flat N7 Thrid Floor ,
Pune-411052

Dear Ms.Priyanka Shankar Bhure,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as **TRAINEE - PROCESSING** on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Pune. You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE - 4629. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

- e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.
- g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.

- m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.
- o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.



v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than October 16, 2020.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.


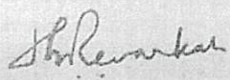
Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

GREED AND ACCEPTED

Ms. Priyanka Shankar Bhure

Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Name	MS.PRIYANKA SHANKAR BHURE		
Role	Trainee - Processing		
Grade	Grade-T		
Location	Pune		
Annual Compensation Break up			HDBFS Monthly
Basic	87,840	7,320	
A	35,136	2,928	
PDA	23,424	1,952	
Provident Fund (Employer's contribution)	13,356	1,113	
Gross Salary (A)	1,59,756	13,313	
ESIC (Employer's contribution)----(B)	4,758	396	
Gratuity----- (C)	4,225	352	
Total Fixed Compensation (D=A+B+C)	1,68,739	14,062	
Note:			
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
SPECIAL NOTE			
PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.			
I accept the terms and conditions as mentioned in the Appointment letter.			
My tentative date of Joining will be _____			
Ms.Priyanka Shankar Bhure			Date
			Ref:HDBFS/20-21/HRIC32804/ Appt/127793



Genius Consultants Ltd.

Office :

419-422, 4th Floor, B-Wing
Pranik Chambers, Saki Vihar Road
Sakinaka, Andheri (E), Mumbai - 400 072
CIN No. : U74140WB1993PLC059586
Ph :022-6158 0444 / 80
E-mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

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Date: 12-Nov-21

Kshitija Anil Khadsare
PUNE

OFFER LETTER

Dear Kshitija Anil Khadsare

With reference to your application and subsequent review of your candidature, the management is pleased to offer you for 11 Months contractual deputation as an **ASSOCIATE** with our client **TATA CONSULTANCY SERVICES**. You are request to join on 12-Nov-21.

As discussed & mutually agreed, your Gross will be **Rs 14000/** per month. In Annexure I

The appointment letter will be issued with breakup of compensation only after the receipt of the entire joining documents as discussed and agreed.

As a confirmation of your acceptance of the above mentioned terms, please sign one copy of this offer letter and return it to us for our record.

You need to submit the following documents at the time of joining:

33. Updated Bio-Data.
34. Educational Testimonials.
35. Aadhaar card & PAN card.
36. Fitness Certificate.
37. Prior Professional Docs (If Any)
38. Resignation Letters/Experience Certificate.
39. Previous company Pay Slip.
40. Bank Passbook /Cancelled Cheque.

Wish you success in your assignment and career in our organization.
Thanking you.

For Genius Consultants Ltd



Authorized Signatory

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Confirmation Of Employment

Date : 15 feb 2021

Dear Shraddha Mahes Pande ,

Following our recent discussions, we are delighted to offer you the position of Social Media Manger at Mad Panda Media. Mad Panda Media is in the fun business of branding through the various social media channels to drive web traffic, engage an audience, run social campaigns, and contribute unique content to the follower base. Founded by Pooja Hudar, Mad Panda Media delivers proven social media marketing results.

We are committed to influencing optimal revenue growth while exceeding our client's expectations. As a member of the Mad Panda Media, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the ideas, actions, advice and results that you provide as a representative of Mad Panda Media. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

Title: Social Media Manger

Start date: 15 Feb 2021

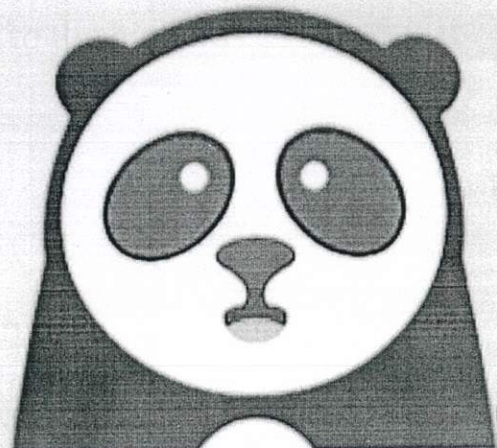
Location: Near, 201, Sucess Square, Karve putala, Kothrud, Pune, Maharashtra 411038

Salary: Rs 156,000/- PA

Office Timings - 10.00am - 7.00pm



For MAD Panda Media





www.vnvfood.com

hello@vnnvfood.com

+91 8530 225 333

Date: 17th June 2021

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OFFER LETTER

Dear **Kanak Gaikwad**,

Congratulations!

With reference to your application and subsequent interviews and discussions you had with us regarding the employment at our company **Lavania Enterprises Pvt. Ltd.**; we are pleased to offer you employment with us on the following terms and conditions.

- 1. Date of Joining:** As per our discussion, your date of joining will be **21st June 2021**. This letter is to offer you a position with the Company. It is with great pleasure that we offer you the position of **Executive-HR**. Based on your capabilities and accomplishments, we believe that your talents will not only benefit Company name but also that our mutual relationship will assist you in reaching your personal and professional goals.
- 2. Place of Work:** You will currently be placed at the Company's office located at **Pune**. Your place of work may be changed to any other location within India / any group company, as directed by the company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside India.
- 3. Designation:** Executive-HR
- 4. Reporting:** You will report into Head HR or into the CEO till Head HR is appointed or any other designated person as specified by the company from time to time.
- 5. Remuneration:** Your CTC per annum is calculated to be **Rs 1,56,000/-** (One Lac Fifty Six Thousand Only). The CTC Break Up is detailed in **Annexure A**. You are responsible for taking up as Executive-HR for Pune and the core duty is to generate business as per management expectations and will own up the region operations for smoother functions and owning end to end responsibility of the complete region much to the delight of company management.
- 6. Probation:** You will be on probation for a period of **six months** from the date of joining the service. In the event that the management is not satisfied with your work or conduct they would be at liberty to terminate your service with a notice of **7 days** during the probationary period. The period of probation may be extended at the sole discretion of the management.
- 7. Confirmation:** You will be deemed to be confirmed only on a written confirmation on completion of probation period. Confirmation will be subject to satisfactory performance during the probation period.

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8. **Submission of Documents:** On joining you will be required to submit the following:

- Copy of Identity Proof: PAN Card/ Aadhar Card/ Passport
- Copy of Address Proof: Passport/ Utility Bills/ Driving License/ Aadhar Card
- Copy of Qualification certificate and of the last professional course completed by you
- Relieving letter of your previous company
- Last 3 month's Pay slip/ salary slip
- 2 passport size photograph

9. **Appointment Letter:** You will be issued an appointment letter within a week of joining, on submission of the above-mentioned documents.

Kindly return a copy of this letter duly signed as a token of your acceptance of the offer and the terms and conditions.

We are confident that you will be able to make a significant contribution to the success of **Lavania Enterprises Pvt. Ltd.** and we look forward to work with you.

This offer letter is valid for 15 days from the above-mentioned date.

Yours truly,

For LAVANIA ENTERPRISES PVT. LTD.,

I accept

MRIDUL LAVANIA
MANAGING DIRECTOR

Kanak Gaikwad



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hello@vnnvfood.com

+91 8530 225 333



Annexure A:

Particulars	Monthly	Annual
Component A: (Gross Earnings)		
Basic	₹ 5,200	₹ 62,400
HRA	₹ 2,600	₹ 31,200
Medical Allowance	₹ 1,250	₹ 15,000
Other Allowance	₹ 3,950	₹ 47,400
SUM (A)	₹ 13,000	₹ 156,000
Component B: (Allowances)	-	-
Local Daily Allowance	As per Company Travel policy	
Travel Allowance		
Railway Pass		
Ex-head Quarter Allowance		
Night Stay in other than hometown Hotel Rent permissible		
Mobile Allowance		
SUM (B)	₹ 0	₹ 0
Component C: (Variable Pay)	-	-
Commission		₹ 0
Incentives		
SUM (C)	₹ 0	₹ 0
Component D: (Statutory Deductions)	-	-
Provident Fund		
Professional tax	₹ 200	₹ 2,500
SUM (D)	₹ 200	₹ 2,500
Net in Hands (A+B+C-D)	₹ 12,800	₹ 153,500
CTC (A+B+C)	₹ 13,000	₹ 156,000



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+91 8530 225 333



* The amount stated above is pre- Income Tax (TDS) and statutory deductions will be as per government policies from time to time.

* Component 'A' for gross earning is a fixed sustenance amount offered to build the revenue. Salary is processed on monthly basis and is deposited in employee account on 15th of the next month.

*The Component 'B' for Allowances/ Reimbursement is explained above, indicates the ceiling, the reimbursement will be at actuals or the ceiling whichever is lower, and paid only on basis of bills & receipts submitted.

*Component 'D': COMPANY is in process of initiating Employee Provident Fund and it may take few months to execute it while when it starts it will be incorporated within the pre-defined CTC mentioned above. Likewise, the monthly provision for the Gratuity will be made within the CTC mentioned above.

Ref: HR/APPT_Letter/Isometrics/19-20/

Date: 24/08/2020

Appointment Letter for Jr Hr.Executive

To,
POORVA NARENDRA VAIDYA.
MB: 8087442209 / Email:poorvav08@gmail.com

We are pleased to appoint you to the position of Jr Hr.Executive at Isometrics Pvt. Ltd. We trust that your knowledge, sk and experience will be among our most valuable assets.

You are expected to join duty on 25/08/2020 at Isometrics Pvt. Ltd. Pune office.

You will be on probation for a period of six months from the date of joining, which may be extended based on your performance. On satisfactory completion of probation period you will be confirmed in the services of the company, which will be intimated to you in writing. Terms and Conditions will be applicable as per discussed in interview and agreed for minimum 6 months commitment with Isometrics Pvt. Ltd.

You are advised to bring along original photo copy and submit two photocopies of following documents at the time of joining-

- 1) Photo ID proof (Aadhar Card & PAN Card is must or Passport)
- 3) Address Proof (Telephone bill/Electricity Bill/Ration Card)
- 4) A passport size photograph – 1 Nos.

Important Points:

- 1) Probation Period: You will be on probation until the successful completion of probationary period is confirmed in writing. The probation period is of 6 months and may be extended at your manger's discretion.
- 2) Your individual remuneration is strictly between yourself and the Employer. It has been determined on the basis of numerous factors such as your job, skill – specific background and professional merit. This information and any charges made therein should be treated as personal and confidential. In case you share this information and it comes under management's notice , then you will be liable for a strict disciplinary action by the management which might even lead to the termination of your employment.
- 3) Medical and personal insurance: not applicable
- 4) Leaves: As per company policy.
- 5) This appointment letter is valid till 25/08/2020. If we don't receive your acceptance before this date this appointment letter will lapse automatically.
- 6) Please send a singed copy of this letter indicating your acceptance to join & resignation acceptance letter from your current employer to our HR Department.

You are entitled to a CTC of INR 1,56,000/- per year payable by Isometrics Pvt. Ltd.

Congratulation for your appointment and welcome to Isometrics Pvt. Ltd. We look forward to years of fruitful cooperatio success and long term association with Isometrics Pvt. Ltd.

Please confirm our acceptations of employment by singing and returning the duplicate copy.

Yours sincerely,

For Isometrics Pvt. Ltd.

(Director)



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(51)

(1)
44

Ref: HR

Dated: 1st June, 2021

OFFER LETTER

To,

Ms. Tejal, Pune,

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of **Trainee Executive** with effect from **1st June, 2021**. You will be based at our office in **Pune, India**. Your compensation will be **Rs. 1,50,000/-** (Rupees One Lakhs Fifty Thousand Only)

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **Vyom Labs Pvt Ltd.** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Yours sincerely,
Human Resource Department

Vyom Labs Private Limited

I have read and accept the terms and conditions of this offer letter:

Name : _____
Signature : _____
Date : _____

(44)

Req. No. :- V001023

Date: 01-Dec-2021

To,
Ms Ashwini Chandrakant Jagtap
D/O Chandrakant Jagtap, Saswad, Tathewadi
Tal- Purandar, Pune, Maharashtra - 412301

SUB: - APPOINTMENT LETTER

Dear **Ashwini**,

This has reference to your application/resume and the subsequent interview you had with us. We are pleased to appoint you as **Trainee Executive HR** with our Company on the following terms-conditions: -

1. Your appointment as **Trainee Executive HR** on 01-Dec-2021, for Base Location **Pune** hereunder is for an initial period of **6 Months**, which can be extended by the Company at its sole discretion. Your confirmation in the services of the Company is subject to the provisions of the Service Agreement that you will be required to execute at the time of joining.
2. You shall be paid a consolidated salary of **Rs. 1,50,000/- (Rupees One Lakh & Fifty Thousand Only)** per annum subject to deduction of applicable taxes.
3. Company reserves the right to depute you on training/project to any of its office(s) in India or abroad.
4. Either of us may terminate your appointment by giving the other **3 months** written notice without assigning any reasons. This Notice period clause is effective from Date of Joining.

Ashwini Jagtap

Vyom Labs Pvt. Ltd.

5. As a part of a joining formality, you shall be required to submit certified copies of your (a) age proof, (b) permanent and current address proofs, (c) passport, (d) academic certificates, (e) medical fitness certificate from a registered medical practitioner (f) relieving letter from the previous employers (if any) along with the proof of your last drawn salary, on or before your joining date. Any failure thereof entitles the Company to cancel and revoke your appointment hereunder.
6. You hereby declare that all the requisite documents/ credentials/ information submitted by you to us are correct and true to the best of your knowledge and belief. You agree and understand that should there be any discrepancy in the documents/ credentials/ information provided by you, we reserve our right to review and revoke your appointment with immediate effect, without any liability.
7. You shall strictly observe and abide by the confidentiality and other obligations placed upon you as per the Service Agreement and Policies of the Company. You will be governed by the Policies of the Company as may be applicable to you from time to time.
8. This appointment letter is enclosed in duplicate. As a token of your acceptance of the above terms-conditions, please return the duplicate copy by signing at a place provided herein below.

We look forward to a mutually beneficial association with you.

Best Regards,

Authorised Signatory
For **VYOM LABS PRIVATE LIMITED**



Vyom Labs Pvt. Ltd.

Acknowledgment of acceptance by the Candidate:

I have read the above terms and do hereby confirm my acceptance thereof. I further undertake to submit and execute necessary instruments as per the Company's joining policy.

I am joining on **01-Dec-2021**

Yours Faithfully,

Name: **Ashwini Chandrakant Jagtap**

Place: **Pune**



Vyom Labs Pvt. Ltd.

Reg. Of ce S.No. 23/5/1 + 23/5/5, Sunrise Business Park, Near Cummins Campus, Balewadi, Pune, Maharashtra 411045 INDIA C.I.N. No. U72200PN2003PTC018466
Ph. : +91 -20 - 6728 5000 • E-mail : info@vyomlabs.com • www.vyomlabs.com

Non-Compete Undertaking

I **Ms Ashwini Chandrakant Jagtap** do hereby agree and undertake with **VYOM LABS PRIVATE LIMITED** ("the Company", which shall mean and include any firm, person or company which is subsidiary to or affiliated with **VYOM LABS PRIVATE LIMITED**) pursuant to my appointment vide letter of appointment dated **01-Dec-2021** to abide by the following in consideration of the Company placing in trust with me its sensitive and confidential information and the compensation paid to me by the Company, the receipt and satisfaction whereof I hereby acknowledge and shall not call into question in future:

1. I shall not, during the term of my employment and for a period of 12 (Twelve) months thereafter engage myself, directly or indirectly without the prior written consent of the Company, with or without remuneration, in any trade, business, occupation or calling which is similar to or the same as that carried on by the Company, nor shall I undertake any activities which are contrary to or inconsistent with the Company's interests or compete with the Company in any way whatsoever.
2. I shall not engage in any form of association with any other **VYOM LABS PRIVATE LIMITED** direct competitors or its partner Organizations.
3. I shall not revoke, amend or modify this undertaking without the prior written consent of the Company.



Signature

(Employee/Intern/Contractor)

Date: **01-Dec-2021**

Place: **Pune**

Vyom Labs Pvt. Ltd.

IP Disclosure and Confidentiality Undertaking

I **Ashwini Chandrakant Jagtap** do hereby agree with **VYOM LABS PRIVATE LIMITED** and all of its associate companies to abide by the following in consideration of the compensation paid to me by **VYOM LABS PRIVATE LIMITED** for services, in any capacity, as an Employee, Associate, Intern, Part Time Employee or a Contractor.

1. I shall disclose, fully and promptly, to **VYOM LABS PRIVATE LIMITED**, all improvements and developments made or conceived, in whole or in part, by me during the term of my employment with **VYOM LABS PRIVATE LIMITED**, relating to products, processes, services or methods that may be of interest to **VYOM LABS PRIVATE LIMITED** in its business. I agree that the same shall be deemed to be "work for hire". I hereby assign to the Company any rights thereto which by their nature vest in me.
2. I shall not disclose to anyone, directly or indirectly, except as my duties at **VYOM LABS PRIVATE LIMITED** may require, during or subsequent to the term of my employment by **VYOM LABS PRIVATE LIMITED**, any trade secret or confidential information regarding the business of **VYOM LABS PRIVATE LIMITED** and or its **Partners**, Trade Secrets and Confidential information for this purpose shall include, but not be limited to, product information, process information, customer lists, company policies and procedures and financial information (including results, budgets and other financial plans and systems) not already available to the public. In the event my employment with **VYOM LABS PRIVATE LIMITED** shall terminate, I agree to return to **VYOM LABS PRIVATE LIMITED** all such trade secret and confidential information in my possession.
3. I am aware that **VYOM LABS PRIVATE LIMITED** does not expect nor does it want me to disclose trade secrets or other confidential information of any of my former employers, and I acknowledge my responsibility not to disclose to **VYOM LABS PRIVATE LIMITED** any information in the nature of a trade secret that would violate my legal obligation to others.
4. I shall not revoke, amend or modify this undertaking without the prior written consent of the Company.

Date: **01-Dec-2021**

Place: **Pune**



Signature

(Employee/Intern/Contractor)

Date: **01-Dec-2021**

Vyom Labs Pvt. Ltd.

Medical Fitness Undertaking

I **Ashwini Chandrakant Jagtap** being an employee of **VYOM LABS PRIVATE LIMITED** ("the Company ") do hereby submit and undertake as under:

1. I have joined the Company as **Trainee Executive HR** (designation), i.e. **01-Dec-2021** (Date of joining).
2. I am physically fit and there is no other medical condition and disability likely to prevent me from efficiently and timely performing my duties towards the Company during the term of my employment.
3. I shall furnish/ have furnished with the Company my Medical Certificate as issued by a registered medical practitioner certifying my medical fitness and good health, inclusive of my vision and hearing for, the purpose of providing services to the Company and the same are true and correct to my knowledge and belief.
4. I shall provide any requisite documents/information as may be required from time to time by the Company in relation to my medical health and fitness.
5. I hereby authorize and permit the Company to share the details relating to my health and wellness including my health records with the medical expert and health professionals for the purpose of evaluating my medical fitness.



Signature

(Employee/Intern/Contractor)

Date: **01-Dec-2021**

Place: **Pune**

Vyom Labs Pvt. Ltd.

Details agreed upon during HR interview closure for Appointment.

Position finalized	Trainee Executive HR
Base Location	Pune
Probation period	6 Months
CTC(annual)	Rs. 1,50,000/-
Take home max upto	Rs. 8,952/- per month
Final take home agreed upon as per CTC break up components	Rs. 8,952/- per month
Agreement amount	Rs. 1,50,000 (wef 01-Oct-2021)
Agreement duration	18 Months (wef 01-Oct-2021)
Notice period	3 Months
First raise in salary will be	Appraisal October 2022
The second raise will be	Yearly Appraisal Cycle
The Third and Subsequent raise will be	NA

Signature

Asst. Manager – HR

Signature:

Employee: **Ashwini Jagtap**



Signature

Head - Talent Management/

Asst. Manager – Recruitment/

Sr. Manager - HR

Vyom Labs Pvt. Ltd.

Office No. 2, Kedar Empire, Near SNDT College, Karve
Road, Kothrud, Pune 38
info@nuevogadgets.com www.nuevogadgets.com



Date : 04/02/2023

LETTER OF APPOINTMENT

MR. NITESH SHRIRAM GULVE,
KARVE NAGAR,
Pune.

Dear MR. NITESH GULVE .

Further to the discussion you had with us, we are pleased to offer you an appointment with effect from 19/12/2022 on the following terms and conditions.

1. Designation:

You will be designated as "MARKETING EXECUTIVE"

2. Place and Time of Work:

Your place of work will be in Nuevo Gadgets. You shall report to the office and the timing for work shall be from 10:15 Hrs. to 21: 00 Hrs. However, in the event of an emergency and in the interest of exigencies of services, if you are called upon to perform duties after normal working hours, you shall do so. Depending upon the requirement, you may be deputed to other locations as may seem necessary.

3. Probation Period:

You would be on probation for a period of 1 Year. Based on your satisfactory performance during the probation period, your services may be confirmed. Nuevo Gadgets reserves the right to minimize the period of probation based on your performance. During the probation period, the company can terminate the services in 1 day. The employee has to give a 30 day notice period.

4. Leave:

You are entitled to 15 days leave in a calendar year in addition to holidays, as mentioned in the Company holiday list. You may avail leaves as per the rules of the company after confirmation of your service. Leaves would not be granted during the probation period and notice period.

5. Duties and Responsibilities:

You shall gain proficiency and the relevant knowledge to enable you to carry out your duties to the satisfactory level of the company. You will also carry out any other task assigned to you by the company. You shall abide by the rules and regulations of the company as in force from time to time.



08080808964



nuevogadgets@gmail.com



Karve Road, Kothrud, Pune 38.

6. Notice Periods :

After confirmation of services, a 30 day notice period is to be given by either side. If you leave the company without the requisite notice, the company will be entitled to recover an amount equivalent to the salary for the notice period and also will be entitled to adjust any such amount towards any dues which may be payable to you. Or without satisfactory handover or an acceptable time given to the company for resignation, will land to non payment of one month salary.

7. Other Employment:

You shall not accept any other employment, part time or otherwise, or engage yourself in any commercial business or pursuit or an agency for others.

8. Commitment:

You will devote the whole working time and attention to the business of the company and shall not engage in any other business or occupation without the prior written consent of the company.

9. Secrecy:

You shall not divulge or use during your employment or thereafter to anybody, company or person, the secrets, business affairs and details of this company. You shall not gain employment with any of the clients of Nuevo Gadgets in similar function. Any information/ electronic data to which you have been privy during your tenure with Nuevo Gadgets shall not be divulged to any client or competition of Nuevo Gadgets.

10. Termination of Services:

If you commit a breach of any of the provisions in this letter or if you are deemed guilty of acts liable to cause damage or discredit to the interests of the company, the company shall be at liberty to terminate your services without prior notice or compensation.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

- i) If you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 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."

11. Income Tax:

Income tax shall be deducted as applicable from your salary. You shall be responsible to the company for all taxes and obligations. Company shall not be liable for any misstatement or declaration.



12. General Terms:

- i). If at any point of time, you become insolvent, or are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the company / management as detrimental to its interest, or of violation of one or more terms of this appointment your services may be terminated without notice.
- ii). You will be responsible for safe custody of any property handed over to you by the company and its proper use. In the event if there is any loss or damage to the company will be at liberty to recover the loss or damage from your salary, dues or directly from you.

13. Salary and Allowances:

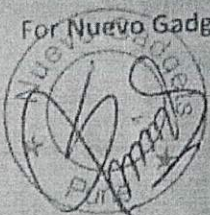
- You will draw a salary of **Rs. 1,44,000/-** Per Annual (CTC) inclusive of PF contribution.
- **Incentives:** on sales achievement targets.
- **Bonus:** 1 % of your base salary based on annual team targets.
- **Benefits :**
 - ✓ Health & Medical Insurance
 - ✓ Regular sales trainings, including workshops and conferences
 - ✓ Full expense reimbursement when participating in events
- Your probation period will be one year. You will be entitled to become a member of P.F. scheme, from the date of joining, which is governed under the Employees Provident Fund Act, 1952. The current rate of contribution is 12% of the basic salary per month and equal contribution will be made by the company, which will be the part of gross emoluments.

14. Compensation:

In case you leave the organization within a period of 1 year from the date of your joining then you shall be responsible to raise an amt. of Rs.1600 /- as a compensation for the uniform, ID card and other benefits.

WELCOME TO NUEVO GADGETS.!!!

For Nuevo Gadgets.



Mr. Sunil Kale



08080808964



nuevogadgets@gmail.com



Karve Road, Kothrud, Pune 38.

(54)
(65)
LUPIN LIMITED (RESEARCH PARK)
46A/47A, Village Nande, Taluka Mulshi,
Pune 412 115
Tel : +91-20-66749100



September 03, 2021

Siddhi Bengude

Pune

Dear Siddhi,

Looking into our future challenges and prospects in the advanced markets, this throws out a world of opportunities to Lupin. In our pursuit to en-cash on these opportunities, we have launched "**Lupin's Program for Research Intern**".

Congratulations on your selection. We are pleased to appoint you as an **Intern** from **1 September 2021 to 04th February 2022** at Lupin Research Park, Pune.

Tenure: Your Research Intern Process will be for 6 months.

Remuneration: You will receive **Rs. 10,000 p.m.** as a stipend.

Clearance: You will not at any time without the consent of the appropriate authority disclose or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out whether the same may be confined to you or become known to you in the course of your Internship.

On completion of your project you are required to get the clearance form filled by your respective guide(s) from Company.

Congratulations once again on your selection and we look forward to a long and mutually beneficial association.

With best regards,

For Lupin Limited

Mayur Burad

Manager – HR

(60)

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APPOINTMENT LETTER

AOESPL/HR/HR/2021-22/210

12th May' 2021

To,
Ms. Amrapali Chowdhury,

Dear Amrapali,

We take this opportunity to welcome you to **Autoone Engineering Services Pvt Ltd**. We are pleased to offer you an employment on the following company policy. You have to join the organization latest by, **12th May' 2021**.

▪ **Probation**

▪ You will be on probation for a period of six months, after which the management will review your performance, if your abilities and commitment are found to be good and deserving your employment will be confirmed in writing. In case your performance is below the expectation your probation period may be extended or your services may be terminated without any notice or severance pay.

▪ **Designation & Location**

- You will be designated as "HR Trainee" in **Autoone Engineering Service Pvt Ltd** based at **Pune**.
- You are been deputed at client site for next 6 months. The extension of your employment depends on extension by client. You need to adhere to client policy.
- The company reserves the right to transfer you on a temporary or permanent basis to the other job functions or departments within the company and assign such other duties at customer location. You shall comply with the company's rules relating to relocation to or from a customer location.
- Whenever employee will be working at customer end, your work timings will be as per customer's work timings including weekly off. Employee has to give best performance in interview when it will be on at customer end. Employee has to strictly follow each and every rules of where he is working with that company.
- Employee should strictly behave as per as company culture where he/she working with customer location. Employee has that mind-set that he/she is ready to work PAN India as per customer location

Private and confidential

Page 1 of 5

AUTOONE ENGINEERING SERVICES PRIVATE LIMITED

Office No. 503-504, 5th Floor, C Building, Pune IT Park-34, Aundh Road, Bhau Patil Marg, Bopodi. Pune- 411 020.
Phone No.: 020 – 6717 3700 E-mail: hr@autooneengg.com | Website: autooneengg.com

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▪ Attendance and Absenteeism

- In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company. All employees are required to be regular and punctual every day at work. The employees will record their daily attendance. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.

▪ Remuneration

- You will be entitled to a salary according to attached annexure A. You will be paid your remuneration 1st day of subsequent month through a bank transfer broken into twelve equal installments or proportionately for lesser period based on your attendance accruing to you. In case of adverse market conditions, depending upon its impact on company performance, the company reserves its rights to modify, reduce and alter your compensation & benefit structure consistent with its overall policy by giving you advance notice of one month. Depending on your and company performance company shall revise your CTC after 3 month based on your individual performance. After that regular annual appraisals will be done as per the appraisal policy. The salary would be received by Salary Account.

▪ Benefits & Income Tax Payment

- In addition to the above, you will be entitled for various benefits & perquisites enumerated in detail in the Annexure. All payments received by you from the company are subject to Income tax deducted at source as per the Income tax rules applicable from time to time. However the onus to satisfy your assessing Officer regarding your tax liability shall exclusively lie on you.

▪ Roles & Responsibilities

With the acceptance of this letter, you are undertaking to the following responsibilities

- You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions. You shall honor and comply with all rules and regulations of the company and statutory requirements, in letter and spirit. You shall devote the whole of your time, knowledge, skill and attention to the performance of your duties with the company.
- You shall not divulge to anyone, whether a direct competitor or otherwise, by word of mouth or otherwise any particulars or details of our security source code, security arrangements and administrative and / or organizational matters whether confidential, secret or otherwise, which you may acquire during the course of your employment with the company. You shall also use your best endeavor to prevent the disclosure, communication and publication of any confidential information.
- During the course of employment you will not undertake nor carry on either individually or in partnership nor be directly nor indirectly employed or concerned with as principal agent or otherwise in any business, trade or profession whatsoever,
- You are not allowed to download copy and duplicate any unauthorized software, games, programs and attachments on your system while working with company.

- On joining, you will be required to sign the 'Individual Confidential Nondisclosure Agreement' which shall form part of the appointment letter and terms incorporated herein by reference. The company reserves the right to initiate legal action against you in case of breach of the Individual Confidential Nondisclosure Agreement.
- You will not abandon the project half way or resign from the company while on project since this not only affect the project but also business relationships with the client.
- Your job entails shift working and /or beyond normal working hours depending on the exigencies of work. All additional work, in excess of your standard working hours shall unless otherwise stated, shall be deemed to be covered in your total remuneration.
- You will be bound by the rules and regulation of the company with respect to attendance, leave and any frequent leave. Late coming/poor attendance will impact performance and eventually your career. You leave must have the approval of your manager. You are required to comply with all the policies as communicated to the associates of AOESPL from time to time. Prolonged absence without prior intimation for more than six working days may lead to declaration of an employee as "Abscond"
- You shall not use any resources of the company for any purpose other than official. If it is found that you have been using any of the company resources for personal use, the company has right to initiate appropriate action which also include deducting the expenses from your salary.
 - **Leaves/ Holidays**
 - You shall be governed by the provisions of Annual leaves policy.
 - Autoone's corporate office which is located at Bopodi, Pune will be non-operational on second and forth Saturdays including all Sundays. This may change according to the workload.
- **Superannuation**
- You shall retire from the services of the company on attainment of sixty years.
 - **Background Check**
 - Your employment will be subject to a background check in line the Company's "Background Check Policy". The company will conduct background checks including check for criminal records, prior to or after your expected joining date to validate your identity, address, education and details work experience details. If a background check raises doubts on any of the details furnished by you, and the company feels the need to further validate such facts, the company may ask you for
 - Any further information and documents as it deems necessary, to substantiate information you provided earlier. If the background check fails to confirm authenticity of any of the above mentioned information, the company reserves the right to withdraw this employment offer or terminate your services immediately and recover/withhold any sums paid/due to you that was rightly not payable had the absence of authenticity been known prior to your joining the services of the Company.

▪ Separation

- Either party may sever the relationship by giving a written notice of 90 days or consolidated salary there of incase you decide to leave our services subject to Company's discretion .In event if you having any in complete assignment, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the company can terminate your services by giving immediate notice without any pay.
- The Company reserves the right to release you from serving the notice period either fully or in part. If relieved prior to completion of 90 days, you will be paid up to the date of your release. Not with standing what has been mentioned above, in the event of you are found to be guilty of gross misconduct, the Company will be entitled to terminate your employment immediately, without giving notice or giving payment in lieu of notice.
- Upon termination of your employment, you will return to the company all tools, papers, drawings, literature, documents and any other articles and or copies thereof belonging to the company which may at the time be in your possession.

▪ Conflict of Interest

- In the event of your decision to sever the relationship with the Company, you shall ensure that your new assignment does not conflict directly or indirectly with the interest of the company, customers with whom you were engaged during the employment with company. You are not allowed to work at client end through other supplier, up to 1 year after relieving from services through Autoone.

We hope your associate with our company will be professionally challenging and mutually beneficial. We shall appreciate if you sign and return the duplicate copy of this letter confirming your agreement to the terms and condition of employment.

For, **AUTOONE ENGINEERING SERVICES PVT.LTD.**

Dnyaneshwar
Atmaram
Badgujar

Digitally signed by
Dnyaneshwar Atmaram
Badgujar
Date: 2021.05.28 19:15:38
+05'30'

Director

<u>Annexure- A</u>		
Employee name: Ms. Amrapali Chowdhury		Department : HR
Date of Joining: 12.05.2021		Designation : HR Trainee
Fixed Compensation		
	Per Month	Per Annum
Annual Base Salary	Rs. 9,896.93	Rs. 118,763.13
Total Gross	8,447.00	101,364.00
Basic Salary	4223.50	50,682.00
HRA	2,111.75	25,341.00
Convenience Allowance	1,250.00	15,000.00
Educational Allowance	200.00	2,400.00
LTA	661.75	7941.00
Annual Benefit		
Bonus/ Ex-gratia	351.82	4221.81
Retirement Benefits		
Employer PF Contribution	823.58	9,882.99
Employer ESIC Contribution	274.53	3,294.33
Employee Deductions		
Professional Tax	175.00	2,100.00
ESIC Contribution	63.35	760.23
Group Accidental Insurance	300.00	3,600.00
PF Contribution	760.23	9,122.76
Net Salary	Rs. 7,500.24	Rs. 90,002.82
Additional Information		
<ul style="list-style-type: none"> ➤ Star Health medical insurance facility shall be provided as per the policy. AOESPL does not administer the insurance policies/benefits. ➤ Employer's contribution to PF includes Provident fund & EDLI administrative charges as well ➤ Deductions (i.e. PF, PT & Income Tax) are made according to government rules and regulations and may vary as per changes in future ➤ Organization reserves the right to remove or add the rule and modify the eligibility/guideline without any prior notice 		

ACCEPTANCE

I understand all the terms and conditions mentioned in the appointment letter since I have read it completely. I agree to all the terms and conditions mentioned in appointment letter and will follow the policies and procedures of the company hereby accept the terms and condition of offer appointment to the post of _____ dated _____

Date:
Place:

Signature of the Candidate

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ACCURATE
Engineering Quality
Since 1963

Accurate Engineering Co. Pvt. Ltd.

(Precision Measuring Instruments & Services)
Office: 1st, Post Box No. 1202, Hadapsar Industrial Estate, Pune - 411 013, India.
Tel: +91 20 26692302, 26692301, 26692303
E-mail: accurate@accurate.co.in Web: www.accurate.co.in
Works: A/P, Khatol, Saswad/Junior P.O., Tal. Parbhani, Dist. Solapur, 431 221, India
Tel: +91 9820015551
CIN No. U33129MH1993PTC042581

Ref. No. AECPL/HR/HR/21-22/0621/1328

Date: June, 01, 2021

To,

Mr. Prajakta Popat Kangude
Swami Samarth Society, Sonori Road,
Saswad, Pune,
Maharashtra - 412301

Employee Code: - 1328

Dear Prajakta,

We are pleased to inform you that, you have been appointed as **Trainee Executive, Department - HR & Administration, with Grade - C1 at H.O.(Hadapsar) Location.- Pune**, with effect from **June, 01, 2021** the terms & conditions which were discussed and mutually agreed upon as attached.

You are requested to sign and return the duplicate of this appointment letter as a token of your acceptance of your appointment letter.

We welcome you to our Accurate family.

For Accurate Engineering Co. Pvt. Ltd.

Authorized Signatory
Manager - HR & Admin

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Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune - 411 016, India

+ 91 20 40102000
bitwiseglobal.com

CIN: U72200PN1997PTC015155

BWSPL / HR / Exp. / YC 2563

30th March 2022

CERTIFICATE

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Yadni Chavan was working with our organization from 6th August 2021 to 30th March 2022. Her designation as of today is Trainee HR Coordinator.

We wish her success in her future endeavors.

For Bitwise Solutions Pvt Ltd.

Rupali Veerkar

Vice President - HR

ISO 27001:2013 Certified Company

Digitally signed by RUPALI PRASAD VEERKAR
Date: 2022.04.18 19:51:26 +05'30'



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Date: 24th Apr-2021

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SUB: Provisional Letter of Offer

Dear **Akanksha Yadav,**

Address: Plot No. 27, Survey no.280,Lane
C,Sathe Vasti,Lohegaon 411047 Pune,
Emil Id: akankshayadav2018@imertpune.in
Contact No: 7057402702

Greetings from Evoke HR Solutions Pvt. Ltd.

Further to your application and discussion you had with us, we are pleased to offer you the Position of **Trainee Consultant** on below mentioned the terms & Conditions Agreed.

You will be joining us on & before of **26th Apr, 2021**.
You will be posted at Pune.

You will be paid a fixed Salary and special Incentive per Month depends Upon Your performance from time to time.

This offer letter is valid subjects to submission of your resignation Letter copy, duly acknowledged from the Present Employer within Three days from the date of acceptance of this letter.

You are required to submit the following documents (Xerox Copies) on the day of your joining.

1 Marks Sheet & Certificates of:

- a) SSC
- b) HSC
- c) Graduation
- d) Post Graduation. (If Any)
- e) Addition Qualification. (If Any)

2. Date of Birth Proof: School Leaving Certificate.
3. Experience Certificate/s from previous employer/s, if any.
4. Two (2 Nos.) Passport Size Photographs
5. Passport/Pan Card/Election Card/ (Any Two)
6. Form 16/Salary Certificate/ Pay Slip.

You need to bring the original Marks Sheet/Certificate on the day of your joining for the Purpose of Verification.

A Regular Appointment Letter will be issued to you soon after your joining.

Please sign & Return the duplicate copy of this offer in token of your acceptance.

We welcome you to our company and wish you a successful Career with us.

Yours Sincerely, For, **Evoke HR Solutions Pvt. Ltd**

Authorize signatory

Evoke HR Solutions Pvt. Ltd.

HO: 235, Second Floor, Patel Avenue, Nr. Gurudwara, Bodakdev, Ahmedabad-380054 | BO: 9/A, Deval Chamber, Nanabhai Lane, Fountain, Mumbai- 4

Ph No.: +91- 079 - 61 555 900 | E: info@evokenr.com

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HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri (East), Mumbai – 400069.
Tel. : 022 – 6250 9000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

Ref: ADFC/HRD/RL/56398

November 14, 2022

Emp No. : 127797
Name : Harshada Shekhar Ukey
Department : Wholesale Credit - SME-55
City : Pune
Branch : Bund Garden Road Back office - 4629

Dear Harshada Shekhar Ukey,

Re : Relieving Letter cum Certificate of Employment

This is to inform you that your resignation from the services of the Company has been accepted. You have been relieved from your current role as **Jr. Officer - Processing** with effect from the close of business hours on **October 25, 2022**.

We further confirm that you were employed with the Company from **October 06, 2020** to **October 25, 2022**.

We wish you the very best in your future endeavors.

Yours sincerely,

For HDB Financial Services Limited
(ADFC Division)



Ashish Ghatnekar
Head - Human Resources & Operations

Ref:hr/2021/Chennai1

12th Nov 2021

LETTER OF INTENT

Dear Anuja Bhansali ,

Welcome to O2Saver!

In reference to your application, we would like to congratulate you on being selected as **DISTRICT MANAGER BUSINESS DEVELOPMENT(Intern)with** us in O2Saver.

Based on your application and our interaction we had with you, we are pleased to inform you the Responsibilities and Terms & Conditions.

Please find the responsibilities and Terms & Conditions of a District manager

District Manager Responsibilities:

- ✓ Communicating with the doctors, medical product companies and pharmacies and attaching to our company
- ✓ Support Research activity related to marketing plans and business agenda
- ✓ Prepare, plan, develop, and implement complete action plans for marketing and sales objectives
- ✓ Monitor the marketing & communication strategy plans, budgets, timelines etc. for the organization
- ✓ Update CRM with all opportunities and maintain enquiry tracker, opportunity tracker, sales reports, etc.
- ✓ Brand Promotion and Service Development
- ✓ Maintain up to date literature/material for marketing/ promotional activities
- ✓ Set goals together with the Operations Manager
- ✓ Achieving the daily goals by maintaining a to do list

Terms and Conditions:

- Internship period is for 30 working days.
- During Internship period, the working hours will be starting from 10 am.
- Should be punctual in attending the meeting and training.
- Report submission is must on daily basis
- Should ask permission or inform us before 2 days to the respective person while taking planned leaves.
- Daily activities should be posted on the given timeline.
- Frequent leaves will not be provided till completion of the project
- Should be responsible and loyal to the management.

Benefits:

- * Internship Completion Certificate will be provided
- * Best performer Award Certificate and rewards for the best performers
- * Innovative thinking certificate
- * Letter of Recommendation (LOR) and appreciation for the best performing candidates

Please mail your acceptance and attach the following documents to **hr@o2saver.in**

- ✓ Permanent Address Proof (Aadhar Card)
- ✓ Copies of all your educational certificate (CC or PC)

Any queries regarding role and offer letter, please mail to **hr@o2saver.in**

Again, Congratulations and we are looking forward to work with you.

Yours sincerely,

Prachi Joshi
(HR Executive)
O2Saver Private Limited

7

71

49



www.nestseekersindia.com
vaibhavbedarkarcp@gmail.com
Mo.9970549996 / 9145136336

Date. / /
12-05-2022

Experience Letter

This is to certify that Mr. Deepak Shinde. Working in Our company from 12/05/2020 TO 12/05/2022 as an Sales Executive in Sales Department during him working period we found dedicated and sincere.

Our management doesn't have any objection for him in joining any company and we wish All the Best in him future Endeavors.

For NEST SEEKERS PROPERTY MANAGEMENT LLP



hg

October 1, 2020

Ms. Mayuri Shreeram Andekar,
98 Guruwar Peth,
Behind Jain Temple,
Pune City,
Pune-411002

Ref: HDBFS/20-21/HRIC32312/AppV127794

Dear Ms. Mayuri Shreeram Andekar,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as **TRAINEE - PROCESSING** on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Pune. You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE - 4629. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

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KANNADA SANGHA PUNE'S
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE
NON-AIDED COLLEGE, MINORITY STATUS (LINGUISTIC)
PERMANENTLY AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE
Index No:JD/PU/PH/C/217/2005 AISHA No.: C-41819 Recognised U/S 2(f) & 12(B) of UGC Act, 1956
NAAC ACCREDITED 'B' GRADE
Sr. No. 36, Shri G. M. Shetty Educational Complex, Ganeshnagar, Erandawane, Pune 411038.
Ph: 020-25456328 Email: kaveri.college@gmail.com Website: www.kaveri.edu.in/kcsc

KCASC/2022-23/27

1st August 2022

Whomsoever it may concern

This is to certify that Ms. Devaki Bhise was working in our college as an Assistant Professor in the Department of Management during the period from 17th July 2019 to 31st May 2020 on Purely Temporary and Ad-hoc basis.

She has been relieved from her duties w.e.f 31st May 2020 after office hours.

Our best wishes for her future.



(Dr. Ashok M. Agrawal)
Principal

Scanned with CamScanner

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महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२२३१०००३१६२०२९२७								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०१९५९८२२२०३								
३.	आस्थापनेचे नाव	:	प्रोप्टोन रील्टर्स PROPSTONE REALTORSS								
४.	कामगारांची एकूण संख्या	:	९								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>५</td><td>४</td><td>०</td><td>९</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	५	४	०	९
पुरुष	स्त्री	इतर	एकूण								
५	४	०	९								
५.	अ) मालकाचे नाव	:	स्वप्नील पंडित कुंभार SWAPNIL PANDIT KUMBHAR								
	ब) आस्थापनेचा पत्ता	:	ऑफिस नं. २१, दत्ता मंदिर रोड, मोन्ट वर्ट सेविल, वाकड, वाकड, मुळशी, पुणे, ४११०५७								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	रियल इस्टेट / REAL ESTATE								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १७-०२-२०२२

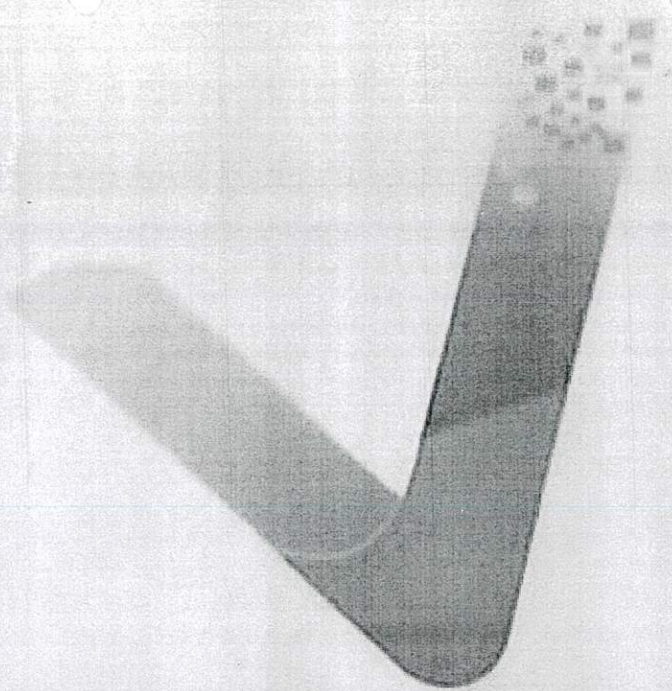
ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No. 4, Mumbai - Pune Road, Shivaji Nagar, Pune-४११००५

Mr. Swapnil Pandit Kumbhar

Proprietor

अर्जाचा आय. डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०१९५९८२२२०३	२३.६०



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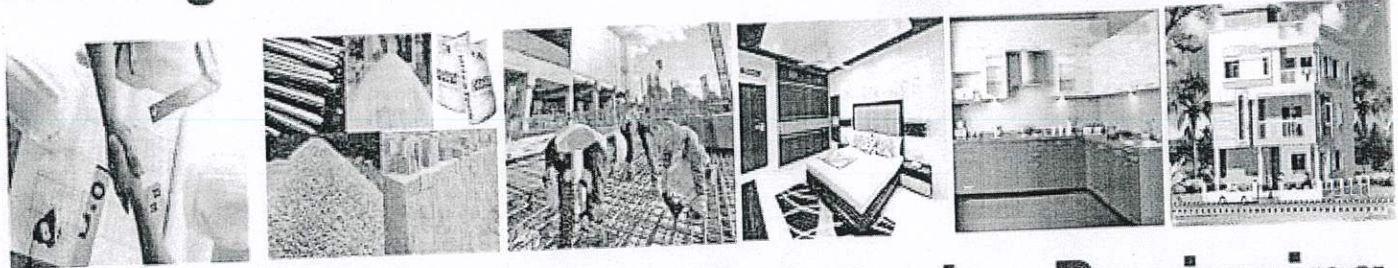
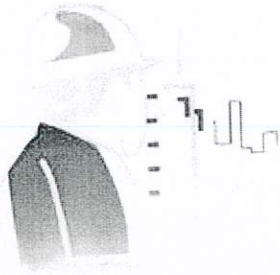
✉ vishwakarmaassociates2020@gmail.com



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महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

77

नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	१९३१०००३१३६६३७३२								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०९९५७९४१९०३								
३.	आस्थापनेचे नाव	:	मोडर्नवियो डिजिटल सोलुशन्स MODERNVIO DIGITAL SOLUTIONS								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"> <thead> <tr> <th>पुरुष</th> <th>स्त्री</th> <th>इतर</th> <th>एकूण</th> </tr> </thead> <tbody> <tr> <td>२</td> <td>०</td> <td>०</td> <td>२</td> </tr> </tbody> </table>	पुरुष	स्त्री	इतर	एकूण	२	०	०	२
पुरुष	स्त्री	इतर	एकूण								
२	०	०	२								
५.	अ) मालकाचे नाव	:	प्रणय अशोक माने PRANAY ASHOK MANE								
	ब) आस्थापनेचा पत्ता	:	फ्लॅट नं. ६०३, बील्डींग -पी, सर्वे नं. १९, मंत्री मार्केट, नियर जनसेवा बँक, हडपसर, हवेली, पुणे, ४११०२८								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य घरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	आइटी कन्सल्टन्सी सर्व्हिसेस / IT CONSULTANCY SERVICES								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १७-१२-२०१९

ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No.५, Mumbai - Pune Road, Shivaji Nagar, Pune-४११००५

प्रदान केलेले सेवा मूल्य (रुपये)

सूचना आग. डी. क्रमांक

२३.६०

75

152

बाळासाहेब गाढवे

0449686



प्रतिक्षा ऑटोमोबाईल

फॉर व्हिलर गाड्यांचे स्पेअरपार्ट व अॅक्सेसरीज मिळतील.



सर्व प्रकारचे इंजिन ऑईल मिळतील.

स, डॉ. गुजराथी हॉस्पिटल समोर, मंचर, ता.आंबेगाव, जि.पुणे. ४१०



महालक्ष्मी ट्रेडर

किराणा व भुसार मालाचे होलसेल

सोयाबीन, गहू, मका, हरबरा
व सर्व प्रकारचे धान्य व कड धान्याचे व्या

जगन्नाथशेठ गाडेकर (मामा)

मो. 9850603043

सौरभ जगन्नाथशेठ गाडेकर

767176389/8177995139

❖ जनरल मर्चंट & कमीशन एजंट

❖ महालक्ष्मी अॅग्री इंडस्ट्रीज



पत्ता : लोणी खुर्द, ता.राहाता, जि.अहमदनगर

दु. ०२४२२-२७२६९९

80

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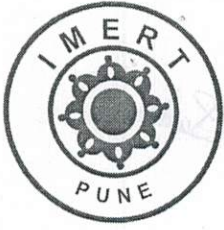
80

80

DUAL SPECIALIZATION International Business

ADMISSION FORM NO : 01

Date : 21/9/19



Marathwada Mitra Mandal's

Institute of Management Education Research & Training

Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 2019 - 2020

MBA PASSING YEAR 2018 PATTERN 2016



1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune
Sir,

I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : SACHIN EKNATH HATAWATE

(As Per order on Graduation Mark sheet)

Father's Name : EKNATH

Mother's Name : SAYITA

Date of Birth : 07-11-1993

Age : 25

Place of Birth : SAWASWADI

Blood Group : B+

Aadhar Card No. :

PAN No. AHQPH1206E

Gender : Male Female Transgender

Religion : HINDU

Cast : MARATHA

Category : OPEN

Permanent Address : HATAWATE WASTI, DEVINIMAGAON, KADA

Taluka / Tehsil : ASHTI

Dist. BEED

State MAHARASHTRA

Pin code :

Mob. No. of Candidate : 8329690563

Email Address of Candidate : sachinhatawate@gmail.com

Mob. No. Parents : 8986611019

Email Address :

Annual Income : 50,000

Correspondence Address / Local Contact : Sahakar Nagar 2, Namdev Society 167, Pune 411009

Additional Phone No.s : 9922926308

1. Name : Anil Raut

8411911614

2. Name : Abhishek Gore

Cont.....

MBA Passing Result : PASS (61% / CAPA-7.4) (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: Pune Date: 21/09/19 Name of Candidate: SACHIN E. HATAWATE Signature: [Signature]

Admission officer: Director :

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: [Signature] Name of the Candidate: SACHIN EKNATH HATAWATE

Date: 21/09/19 Place: Pune



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 22030 CENTRE 1 PERM REG. NO.: 2051601165
 NAME **HATAWATE SACHIN EKNATH** MOTHER : SAVITA
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2018

SEM.	NAME OF THE COURSE	MARKS				CRE	GR- DITS	GR- ADE	GP
		INT	UEX	TOT					
SUBJECT : OPERATIONS MANAGEMENT									
1	ACCOUNTING FOR BUSINESS DECISIONS	10	16	18	44	P 03	P	012	
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	10	17	15	42	P 03	P	012	
	LEGAL ASPECTS OF BUSINESS	13	17	29	59	P 03	B+	021	
	BUSINESS RESEARCH METHODS	08	16	32	56	P 03	B+	021	
	ORGANIZATIONAL BEHAVIOUR	10	20	27	57	P 03	B	018	
	BASICS OF MARKETING	07	16	25	48	P 03	C	15	
	BUSINESS COMMUNICATION LAB	-	41	-	41	P 02	D	020	
	MS EXCEL & ADVANCED EXCEL LAB	-	45	-	45	P 02	D	020	
	PERSONALITY DEVELOPMENT LAB	-	23	-	23	P 02	A	016	
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	46	-	46	P 02	D	020	
	HUMAN RIGHTS - I	-	22	-	22	P 01	D	!	
	INFORMATION SECURITY - I	-	23	-	23	P 01	D	!	
2	MARKETING MANAGEMENT	09	12	26	47	P 03	C	015	
	FINANCIAL MANAGEMENT	11	21	23	55	P 03	B+	021	
	HUMAN RESOURCE MANAGEMENT	13	21	21	55	P 03	B	018	
	DECISION SCIENCE	20	19	23	62	P 03	B+	021	
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	07	18	20	45	P 03	C	015	
	MANAGEMENT INFORMATION SYSTEMS	15	21	25	61	P 03	A	024	
	EMOTIONAL INTELL & MANAGERIAL EFFECT LAB	-	42	-	42	P 02	D	020	
	LIFE SKILLS LAB	-	24	-	24	P 02	C	010	
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	22	-	22	P 02	F	008	
	INDUSTRY ANALYSIS - DESK RESEARCH	-	33	-	33	P 02	A	016	
	HUMAN RIGHTS - III	-	23	-	23	P 01	D	!	
	INFORMATION SECURITY - II	-	22	-	22	P 01	D	!	
3	STRATEGIC MANAGEMENT	10	20	29	59	P 03	B+	021	
	ENTERPRISE PERFORMANCE MANAGEMENT	14	18	23	55	P 03	B+	21	
	STARTUP & NEW VENTURE MANAGEMENT	07	18	26	51	P 03	B	018	
	SUMMER INTERNSHIP PROJECT	-	41	38	79	P 04	A+	036	
	PLANNING & CONTROL OF OPERATIONS	15	18	30	63	P 03	A	024	
	INVENTORY MANAGEMENT	14	21	26	61	P 03	A	024	
	PRODUCTIVITY MANAGEMENT	-	37	-	37	P 02	A+	018	
	MANUFACTURING RESOURCE PLANNING	-	36	-	36	P 02	A+	018	
	TECHNOLOGY MANAGEMENT	-	37	-	37	P 02	A+	018	
	SIX SIGMA	-	36	-	36	P 02	A+	018	
	INFORMATION SECURITY - III	-	19	-	19	P 01	A+	!	
	SKILL DEVELOPMENT - I	-	45	-	45	P 02	D	!	

CONTINUED

Ashesh
Director,

Board of Examinations & Evaluation

STATEMENT NO.:

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 22030 CENTRE 1 PERM REG. NO. : 2051601165
 NAME HATAWATE SACHIN EKNATH MOTHER : SAVITA
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2018

SEM. NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
 OL. INT UEX TOT DITS ADE GP

PAGE : 2

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	DITS	CRE-	GR-	ADE	GP
4	MANAGING FOR SUSTAINABILITY	10	22	28	60	*	03	A	024	
	DISSERTATION	-	40	38	78	*	04	A+	036	
	OPERATIONS STRATEGY & RESEARCH	14	22	35	71	*	03	A+	027	
	TOTAL QUALITY MANAGEMENT	16	21	23	60	*	03	A	024	
	WORLD CLASS MANUFACTURING	-	38	-	38	*	02	A+	.8	
	ENTERPRISE RESOURCE PLANNING	-	37	-	37	*	02	A+	018	
	SERVICE OPERATIONS MANAGEMENT	-	40	-	40	*	02	D	020	
	LEAN MANUFACTURING	-	38	-	38	*	02	A+	018	
	INFORMATION SECURITY - IT	-	24	-	24	*	01	D	.	
	SKILL DEVELOPMENT - IT	-	44	-	44	*	02	D	.	
SGPA : (1) 6.730 (2) 6.460 (3) 8.000 (4) 8.810								TOTAL 100		744
TOT.MARKS : 1841/3000 (61.37%)		GGPA : 7.440		FINAL GRADE : B1						

Ashesh
 Director,

Board of Examinations & Evaluation

! - Not considered for calculation of final grade
 Medium of instruction: English

STATEMENT NO.:

DATE: 27 JUN 2018



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007

STATEMENT OF MARKS / GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2016)

SEAT NO. 21099 CENTRE 1

PERM REG. NO.: 2051813515

NAME HATAWATE SACHIN EKNATH

MOTHER : SAVITA

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

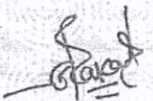
YEAR : APRIL 2020

SEM. NAME OF THE COURSE <--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

ADDL. SPL. SUBJECT: INTERNATIONAL BUSI. MGNT

3	INTERNATIONAL BUSINESS ECONOMICS	08	20	21	49	P	03	C	015	
	EXPORT DOCUMENTATION & PROCEDURES	07	25	31	63	P	03	A	024	
	INTERNATIONAL MANAGEMENT	-	41	-	41	P	02	O	020	
	INTERNATIONAL MARKETING	-	42	-	42	P	02	O	020	
	GLOBAL LOGISTICS & SUPPLY CHAINS	-	42	-	42	P	02	O	020	
	GLOBAL STRATEGIC MANAGEMENT	-	42	-	42	P	02	O	020	
4	INTERNATIONAL BUSINESS ENVIRONMENT	13	22	33	68	*	03	A	024	
	INDIAN ECONOMY & TRADE DEPENDENCIES	13	21	33	67	*	03	A	024	
	ENVIRONMENT & GLOBAL COMPETITIVENESS	-	42	-	42	*	02	O	020	
	FOREIGN EXCHANGE MANAGEMENT	-	41	-	41	*	02	O	020	
	E-COMMERCE	-	42	-	42	*	02	O	020	
	ENTERPRISE RESOURCE PLANNING	-	43	-	43	*	02	O	020	
CGPA : (3) 8.500 (4) 9.140							TOTAL		28	247

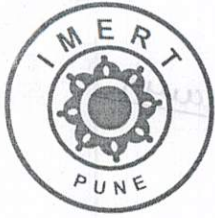
TOT. MARKS : 562 / 800 (72.75%) CGPA : 8.820 FINAL GRADE : A+


Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE : 14 DEC 2020

DUAL SPECIALIZATION IBADMISSION FORM NO : 02Date : 2019/11/19

Marathwada Mitra Mandal's

Institute of Management Education Research & Training

Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 20¹⁹ - 20²⁰MBA PASSING YEAR 2019 PATTERN 2016

1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune

Sir,
I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : Rebari Brawin Faglusingh

(As Per order on Graduation Mark sheet)

Father's Name : Faglusingh Mother's Name : Santosh

Date of Birth : 14/02/96 Age : 23 Place of Birth : Ahmednagar

Blood Group : B+ Aadhar Card No. : 857158106925 PAN No. CFKPR3631B

Gender : Male Female Transgender

Religion : Hindu Cast : Rebari Category : Open

Permanent Address : Gandharu Excellence, Phase II, Mashi

Taluka / Tehsil : Haveli Dist. Pune State Maharashtra Pin code : 412105

Mob. No. of Candidate : 8308846178 Email Address of Candidate : BrawinRebari121@gmail.com

Mob. No. Parents : 8975768977 Email Address : Annual Income : 4 Lacs

Correspondence Address / Local Contact : Shivam Residency, Ambhethan

Road, Chakan.

Additional Phone No.s :

1. 8888292157 Name : Madhu

2. 7758012902 Name : Avinash

Cont.....

MBA Passing Result : 59.23% (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: Pune Date: 20/9/19 Name of Candidate: Braun Signature: Braun

Admission officer: [Signature] Director: [Signature]

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: [Signature] Name of the Candidate: Braun Rebari

Date: 20/9/19 Place: Pune



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

EAT NO. 14059 CENTRE 1
NAME REBARI PRAVIN FAGLUSINGH
COLLEGE 0341 M.MITRA MANDALS INST PUNE4

PERM REG. NO.: 2051701475
MOTHER: SANTOSH

EXAM : APRIL 2019

NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

COURSE NAME	OL.	INT	UEX	TOT	DITS	CRE	GR	ADE	GP
MARKETING MANAGEMENT	08	17	22	47	P 03	C	015		
ACCOUNTING FOR BUSINESS DECISIONS	11	17	15	43	P 03	P	012		
ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	13	17	17	47	P 03	C	015		
LEGAL ASPECTS OF BUSINESS	13	17	17	47	P 03	C	015		
BUSINESS RESEARCH METHODS	08	14	26	48	P 03	C	015		
ORGANIZATIONAL BEHAVIOUR	11	15	19	45	P 03	C	015		
STATISTICS OF MARKETING	-	29	-	29	P 02	B+	014		
BUSINESS COMMUNICATION LAB	-	31	-	31	P 02	A	016		
MS EXCEL & ADVANCED EXCEL LAB	-	35	-	35	P 02	A+	018		
PERSONALITY DEVELOPMENT LAB	-	39	-	39	P 02	A+	018		
ENTERPRISE ANALYSIS - DESK RESEARCH	-	19	-	19	P 01	A+	!		
HUMAN RIGHTS - I	-	20	-	20	P 01	D	!		
INTRODUCTION TO CYBER SECURITY - I	09	18	19	46	P 03	C	015		
MARKETING MANAGEMENT	13	19	24	56	P 03	B+	021		
FINANCIAL MANAGEMENT	14	15	25	54	P 03	B	018		
HUMAN RESOURCE MANAGEMENT	12	14	30	56	P 03	B+	021		
DECISION SCIENCE	11	18	17	46	P 03	C	015		
OPERATIONS & SUPPLY CHAIN MANAGEMENT	14	18	21	53	P 03	B	018		
MANAGEMENT INFORMATION SYSTEMS	-	40	-	40	P 02	D	020		
MOTIONAL INTELL.& MANAGERIAL EFFECT.LAB	-	38	-	38	P 02	A+	018		
STATISTICAL SOFTWARE LAB	-	43	-	43	P 02	D	020		
ECONOMICS & THE WORLD ECONOMIC SYSTEM	-	37	-	37	P 02	A+	018		
COMPUTER AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	23	-	23	P 01	D	!		
HUMAN RIGHTS - II	-	22	-	22	P 01	D	!		
INTRODUCTION TO CYBER SECURITY - II	07	21	23	51	P 03	B	018		
STRATEGIC MANAGEMENT	14	18	18	50	P 03	B	018		
ENTERPRISE PERFORMANCE MANAGEMENT	12	19	26	57	P 03	B+	021		
STARTUP & NEW VENTURE MANAGEMENT	-	39	35	74	P 04	A+	036		
SUMMER INTERNSHIP PROJECT	08	20	20	48	P 03	C	015		
TEMPORARY MARKETING RESEARCH	09	21	22	52	P 03	B	018		
CONSUMER BEHAVIOUR	-	40	-	40	P 02	D	020		
INTEGRATED MARKETING COMMUNICATIONS	-	37	-	37	P 02	A+	018		
PERSONAL SELLING LAB	-	39	-	39	P 02	A+	018		
CUSTOMER RELATIONSHIP MANAGEMENT	-	41	-	41	P 02	D	020		
MARKETING OF FINANCIAL SERVICES-I	-	21	-	21	P 01	D	!		
INTRODUCTION TO CYBER SECURITY - III	-	44	-	44	P 02	D	!		
SKILL DEVELOPMENT - I									

CONTINUED

Director,

Chief of Examinations & Evaluation

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

ROLL NO. 14059 CENTRE 1 PERM REG. NO.: 2051701475
 NAME REBARI PRAVIN FAELUSINGH MOTHER : SANTOSH
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019

NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
 DL. INT UEX TOT DITS ADE GP

PAGE : 2

MANAGING FOR SUSTAINABILITY	07	22	26	55	*	03	B+	021
DISSERTATION	-	40	39	79	*	04	A+	036
SERVICES MARKETING	13	20	23	56	*	03	B+	021
SALES & DISTRIBUTION MANAGEMENT	18	22	24	64	*	03	A	024
RETAIL MARKETING	-	37	-	37	*	02	A+	018
E-MARKETING & ANALYTICS	-	38	-	38	*	02	A+	018
MARKETING TO EMERGING MARKETS & BOTTOM OF THE PYRAMID	-	38	-	38	*	02	A+	018
MARKETING OF FINANCIAL SERVICES II	-	41	-	41	*	02	0	020
INTRODUCTION TO CYBER SECURITY - IV	-	23	-	23	*	01	0	!
SKILL DEVELOPMENT - II	-	43	-	43	*	02	0	!
TOTAL							100	715

MARKS : (1) 5.880(2) 7.080(3) 7.480(4) 8.380

MARKS : 1777/3000 (59.23%) CGPA : 7.150 FINAL GRADE : B+

Ashekh E

Director,

! - Not considered for calculation of final grade
Medium of instruction: English

Head of Examinations & Evaluation

DATE : 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND PUNE 411 007



STATEMENT OF MARKS / GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2016)

SEAT NO. 21100 CENTRE 1

NAME REBARI PRAVIN FAGLUSINGH

PERM REG. NO.: 2051813512

MOTHER : SANTOSH

COLLEGE 0341 M. MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM. NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

ADDL. SPL. SUBJECT: INTERNATIONAL BUSI. MGNT

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRE	GR-	DITS	ADE	GP
3	INTERNATIONAL BUSINESS ECONOMICS	14	17	15	46	P	03	C	015	
	EXPORT DOCUMENTATION & PROCEDURES	09	23	27	59	P	03	B+	021	
	INTERNATIONAL MANAGEMENT	-	40	-	40	P	02	O	020	
	INTERNATIONAL MARKETING	-	42	-	42	P	02	O	020	
	GLOBAL LOGISTICS & SUPPLY CHAINS	-	41	-	41	P	02	O	020	
	GLOBAL STRATEGIC MANAGEMENT	-	40	-	40	P	02	O	020	
4	INTERNATIONAL BUSINESS ENVIRONMENT	14	20	36	70	*	03	A+	027	
	INDIAN ECONOMY & TRADE DEPENDENCIES	14	22	36	72	*	03	A+	027	
	ENVIRONMENT & GLOBAL COMPETITIVENESS	-	41	-	41	*	02	O	020	
	CROSS-CULTURAL RELATIONSHIP MARKETING	-	41	-	41	*	02	O	020	
	FOREIGN EXCHANGE MANAGEMENT	-	40	-	40	*	02	O	020	
	INTERNATIONAL DIVERSITY MANAGEMENT	-	42	-	42	*	02	O	020	
SGPA : (3) 8.290 (4) 9.570						TOTAL		28	250	

TOT. MARKS : 574 / 800 (71.75%) CGPA : 8.930 FINAL GRADE : A+

Director

! - Not considered for calculation of final grade
Medium of instruction: English

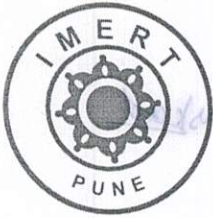
Board of Examinations & Evaluation

DATE : 14 DEC 2020

DUAL SPECIALIZATION H.R.

ADMISSION FORM NO : 03

Date : 20/9/19



Marathwada Mitra Mandal's
Institute of Management Education Research & Training
Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 2019... - 2020

MBA PASSING YEAR 2019 PATTERN 2016



1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune

Sir,
I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : KAD MADHU SURESH

(As Per order on Graduation Mark sheet)

Father's Name : SURESH KAD Mother's Name : MALATI KAD

Date of Birth : Age : 23 Place of Birth : Pimpri

Blood Group : A+ Aadhar Card No. 4700410240063 PAN No. EDRPK5677K

Gender : Male Female Transgender

Religion : HINDU Cast : MARATHA Category :

Permanent Address : AT POST KADACHIWADI CHAKAN

Taluka / Tehsil : KHED Dist. PUNE State MAHARASHTRA Pin code : 410501

Mob. No. of Candidate : 8888292157 Email Address of Candidate : kadmadhu@gmail.com

Mob. No. Parents : 98220174118 Email Address : Annual Income:

Correspondence Address / Local Contact : AT POST KADACHIWADI CHAKAN

Additional Phone No.s :

1. 8975069090 Name PRATIKSNA KAD 2. 8975007777 Name : MANESH KAD

Cont.....

MBA Passing Result : 63.90 (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: Pune Date: 20/9/19 Name of Candidate: MEDHLO SURESH KAD Signature: medhlo

Admission officer: Director :

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: medhlo

Name of the Candidate: MEDHLO SURESH KAD

Date: 20/9/19

Place: PUNE



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

EAT NO. 14052 CENTRE 1 PERM REG. NO.: 2051701499
 NAME KAD MADHU SURESH MOTHER : MALATI
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019

NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
 DL. INT UEX TOT DITS ADE GP

NAME OF THE COURSE	DL.	INT	UEX	TOT	CRE-	GR-	DITS	ADE	GP
MARKETING MANAGEMENT									
ACCOUNTING FOR BUSINESS DECISIONS	08	13	24	45	P 03	C			015
ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	12	18	18	48	P 03	C			015
LEGAL ASPECTS OF BUSINESS	09	14	23	46	P 03	C			015
BUSINESS RESEARCH METHODS	10	12	27	49	P 03	C			015
ORGANIZATIONAL BEHAVIOUR	10	13	27	50	P 03	B			018
BASICS OF MARKETING	09	20	21	50	P 03	B			018
BUSINESS COMMUNICATION LAB	-	35	-	35	P 02	A+			018
MS EXCEL & ADVANCED EXCEL LAB	-	33	-	33	P 02	A			016
PERSONALITY DEVELOPMENT LAB	-	37	-	37	P 02	A+			018
ENTERPRISE ANALYSIS - DESK RESEARCH	-	39	-	39	P 02	A+			018
HUMAN RIGHTS - I	-	19	-	19	P 01	A+			!
INTRODUCTION TO CYBER SECURITY - I	-	20	-	20	P 01	O			!
MARKETING MANAGEMENT	12	18	18	48	P 03	C			015
FINANCIAL MANAGEMENT	17	20	28	65	P 03	A			024
HUMAN RESOURCE MANAGEMENT	10	18	27	55	P 03	B+			021
DECISION SCIENCE	13	21	31	65	P 03	A			024
OPERATIONS & SUPPLY CHAIN MANAGEMENT	09	20	24	53	P 03	B			018
MANAGEMENT INFORMATION SYSTEMS	12	19	23	54	P 03	B			018
EMOTIONAL INTELL.& MANAGERIAL EFFECT.LAB	-	47	-	47	P 02	O			020
GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	44	-	44	P 02	O			020
FOREIGN LANGUAGE - II LAB	-	30	-	30	P 02	A			016
INDUSTRY ANALYSIS - DESK RESEARCH	-	43	-	43	P 02	O			020
HUMAN RIGHTS - II	-	22	-	22	P 01	O			!
INTRODUCTION TO CYBER SECURITY - II	-	24	-	24	P 01	O			!
STRATEGIC MANAGEMENT	13	21	27	61	P 03	A			024
ENTERPRISE PERFORMANCE MANAGEMENT	10	18	17	45	P 03	C			015
STARTUP & NEW VENTURE MANAGEMENT	11	25	31	67	P 03	A			024
SUMMER INTERNSHIP PROJECT	-	40	41	81	P 04	O			040
CONTEMPORARY MARKETING RESEARCH	10	23	28	61	P 03	A			024
CONSUMER BEHAVIOUR	08	23	25	56	P 03	B+			021
INTEGRATED MARKETING COMMUNICATIONS	-	42	-	42	P 02	O			020
PERSONAL SELLING LAB	-	40	-	40	P 02	O			020
CUSTOMER RELATIONSHIP MANAGEMENT	-	42	-	42	P 02	O			020
MARKETING OF FINANCIAL SERVICES-I	-	38	-	38	P 02	A+			018
INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P 01	O			!
SKILL DEVELOPMENT - I	-	43	-	43	P 02	O			!

CONTINUED

Director,

Director of Examinations & Evaluation

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14052 CENTRE 1 PERM REG. NO.: 2051701499
 NAME KAD MADHU SURESH MOTHER : MALATI
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019 <--- MARKS ---> CRE- GR-
 SEM. NAME OF THE COURSE QL. INT UEX TOT DITS ADE GP

PAGE : 2

SEM.	NAME OF THE COURSE	QL.	INT	UEX	TOT	DITS	ADE	GP
4	MANAGING FOR SUSTAINABILITY	16	26	31	73	* 03	A+	027
	DISSERTATION	-	40	42	82	* 04	0	040
	SERVICES MARKETING	13	20	26	59	* 03	B+	021
	SALES & DISTRIBUTION MANAGEMENT	16	22	24	62	* 03	A	024
	RETAIL MARKETING	-	43	-	43	* 02	0	020
	E-MARKETING & ANALYTICS	-	44	-	44	* 02	0	020
	MARKETING TO EMERGING MARKETS & BOTTOM OF THE PYRAMID	-	43	-	43	* 02	0	020
	MARKETING OF FINANCIAL SERVICES II	-	42	-	42	* 02	0	020
	INTRODUCTION TO CYBER SECURITY - IV	-	23	-	23	* 01	0	!
	SKILL DEVELOPMENT - II	-	42	-	42	* 02	0	!
SGPA : (1) 6.380(2) 7.540(3) 8.370(4) 9.140						TOTAL	100	780
TOT.MARKS : 1917/3000 (63.90%)						CGPA :	7.800	FINAL GRADE : A

Director,

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE : 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND PUNE 411 007



STATEMENT OF MARKS/GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 21096 CENTRE 1 PERM REG. NO.: 2051813511
 NAME **KAD MADHU SURESH** MOTHER: MALATI
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020 <--- MARKS ---> CRE- GR-
 SEM. NAME OF THE COURSE OL. INT DEY TOT BITS ADE GP

ADDL. SPL. SUBJECT	HUMAN RESOURCES MGNT								
3	LABOUR & SOCIAL SECURITY LAWS	07	21	22	50	F	03	B	018
	HUMAN RESOURCE ACCOUNTING & COMPENSATION MANAGEMENT	05	23	26	58	F	03	B+	021
	HUMAN RESOURCE INFORMATION SYSTEM		41		41	F	02	O	020
	OUTSOURCING OF HR		35		35	F	02	A-	018
	PUBLIC RELATIONS & CORPORATE COMMUNICATION		35		35	F	02	A+	018
	LAB IN RECRUITMENT AND SELECTION		41		41	F	02	O	020
4	EMPLOYMENT RELATIONS	15	20	37	72	F	03	A+	027
	STRATEGIC HUMAN RESOURCE MANAGEMENT	11	23	28	62	F	03	A	024
	ORGANIZATIONAL DESIGN & DEVELOPMENT		37		37	F	02	A+	018
	EMPLOYEE REWARD MANAGEMENT		38		38	F	02	A+	018
	EMERGING TRENDS IN HR		38		38	F	02	A+	018
	DESIGNING HR POLICIES		38		38	F	02	A+	018
SGPA : (3) 8.21014 B.790					TOTAL 28				
TOT.MARKS : 547/ 800 (68.38%)					CGPA : B.500 FINAL GRADE : B				

[Signature]
Director

! - Not considered for calculation of final grade
 Medium of instruction: English

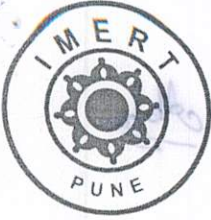
Board of Examinations & Evaluation

DATE: 14 DEC 2020

DUAL SPECIALIZATION IB

ADMISSION FORM NO : 04

Date : 20/09/2019



Marathwada Mitra Mandal's

Institute of Management Education Research & Training

Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 2019 - 2020

MBA PASSING YEAR 2019 PATTERN 2016



1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune

Sir,
I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : ROUNDHAL AKSHAY PANDURANG

(As Per order on Graduation Mark sheet)

Father's Name : PANDURANG ROUNDHAL Mother's Name : HEMAVATI ROUNDHAL

Date of Birth : 05/01/1997 Age : 22 Place of Birth : Kohinde

Blood Group : B+ Aadhar Card No. : 599978063615 PAN No.

Gender : Male Female Transgender

Religion : Maratha HINDU Cast : MARATHA Category :

Permanent Address : G1-501, Mahindra Royal, Nehrunagar bhosari road:

Taluka / Tehsil : Hawali Dist. Pune State Maharashtra Pin code : 411018

Mob. No. of Candidate : 9158087560 Email Address of Candidate : akshay.pandurang2017@med.pune.in

Mob. No. Parents : 982305260 Email Address : Annual Income : 300000

Correspondence Address / Local Contact : G1-501, Mahindra Royal, Nehrunagar Road bhosari road, pimpri, Pune - 18

Additional Phone No.s :

1. 8308846178 Name : havin

2. 8888292157 Name : Madhu Kad

Cont.....

MBA Passing Result : 58.17% (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: Pune Date: 20/9/19 Name of Candidate: Akshay Signature: Akshay

Admission officer: Director :

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: Akshay Name of the Candidate: AKSHAY ROUNDHAL

Date: 20/9/19 Place: Pune



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14004 CENTRE 1

PERM REG. NO. : 2051701528

NAME **ROUNDHAL AKSHAY PANDURANG**

MOTHER : HEMAVATI

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

SEM.	YEAR : APRIL 2019 NAME OF THE COURSE	MARKS				CRE	GR-	GP
		OL.	INT	UEX	TOT			
SUBJECT : MARKETING MANAGEMENT								
1	ACCOUNTING FOR BUSINESS DECISIONS	11	15	22	48	P 03	C	015
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	12	17	15	44	P 03	P	012
	LEGAL ASPECTS OF BUSINESS	10	13	23	46	P 03	C	015
	BUSINESS RESEARCH METHODS	10	17	31	58	P 03	B+	021
	ORGANIZATIONAL BEHAVIOUR	12	10	18	40	* 03	P	012
	BASICS OF MARKETING	10	15	15	40	P 03	P	01
	BUSINESS COMMUNICATION LAB	-	26	-	26	P 02	B	012
	MS EXCEL & ADVANCED EXCEL LAB	-	32	-	32	P 02	A	016
	PERSONALITY DEVELOPMENT LAB	-	31	-	31	P 02	A	016
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	39	-	39	P 02	A+	018
	HUMAN RIGHTS - I	-	20	-	20	P 01	D	!
	INTRODUCTION TO CYBER SECURITY - I	-	19	-	19	P 01	A+	!
2	MARKETING MANAGEMENT	11	17	16	44	P 03	P	012
	FINANCIAL MANAGEMENT	13	20	21	54	P 03	B	018
	HUMAN RESOURCE MANAGEMENT	15	18	21	54	P 03	B	018
	DECISION SCIENCE	15	24	31	70	P 03	A+	027
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	14	17	15	46	P 03	C	015
	MANAGEMENT INFORMATION SYSTEMS	13	17	16	46	P 03	C	015
	EMOTIONAL INTELL.& MANAGERIAL EFFECT.LAB	-	34	-	34	P 02	A	016
	STATISTICAL SOFTWARE LAB	-	38	-	38	P 02	A+	018
	GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	43	-	43	P 02	D	020
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	41	-	41	P 02	D	020
	HUMAN RIGHTS - II	-	23	-	23	P 01	D	!
	INTRODUCTION TO CYBER SECURITY - II	-	21	-	21	P 01	D	!
3	STRATEGIC MANAGEMENT	10	21	23	54	P 03	B	015
	ENTERPRISE PERFORMANCE MANAGEMENT	08	20	21	49	P 03	C	015
	STARTUP & NEW VENTURE MANAGEMENT	08	21	22	51	P 03	B	018
	SUMMER INTERNSHIP PROJECT	-	41	40	81	F 04	D	040
	CONTEMPORARY MARKETING RESEARCH	11	18	18	47	* 03	C	015
	CONSUMER BEHAVIOUR	08	19	19	46	P 03	C	015
	INTEGRATED MARKETING COMMUNICATIONS	-	41	-	41	P 02	D	020
	PERSONAL SELLING LAB	-	40	-	40	P 02	D	020
	CUSTOMER RELATIONSHIP MANAGEMENT	-	39	-	39	P 02	A+	018
	MARKETING OF FINANCIAL SERVICES-I	-	41	-	41	P 02	D	020
	INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P 01	D	!
	SKILL DEVELOPMENT - I	-	45	-	45	P 02	D	!

CONTINUED

Director,

Board of Examinations & Evaluation

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14004 CENTRE 1
 NAME **ROUNDHAL AKSHAY PANDURANG**
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

PERM REG. NO. : 2051701528
 MOTHER : HEMAVATI

YEAR : APRIL 2019

SEM. NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
 OL. INT UEX TOT DITS ADE GI

PAGE : 2

4	MANAGING FOR SUSTAINABILITY	06	17	17	40	*	03	P	01
	DISSERTATION	-	39	40	79	*	04	A+	02
	SERVICES MARKETING	10	19	19	48	*	03	C	01
	SALES & DISTRIBUTION MANAGEMENT	12	20	21	53	*	03	B-	01
	RETAIL MARKETING	-	40	-	40	*	02	C	02
	E-MARKETING & ANALYTICS	-	41	-	41	*	02	D	02
	MARKETING TO EMERGING MARKETS & BOTTOM OF THE PYRAMID	-	41	-	41	*	02	D	02
	MARKETING OF FINANCIAL SERVICES II	-	40	-	40	*	02	D	02
	INTRODUCTION TO CYBER SECURITY - IV	-	23	-	23	*	01	D	!
	SKILL DEVELOPMENT - II	-	44	-	44	*	02	D	!
SGPA : (1) 5.730(2) 6.880(3) 7.370(4) 7.670								TOTAL 100	
TOT.MARKS : 1745/3000 (58.17%) CGPA : 6.880								FINAL GRADE : B+ \$ 0.1	

Ashish C
 Director,

! - Not considered for calculation of final grade
 Medium of instruction: English

Board of Examinations & Evaluation

DATE : 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND PUNE 411 007

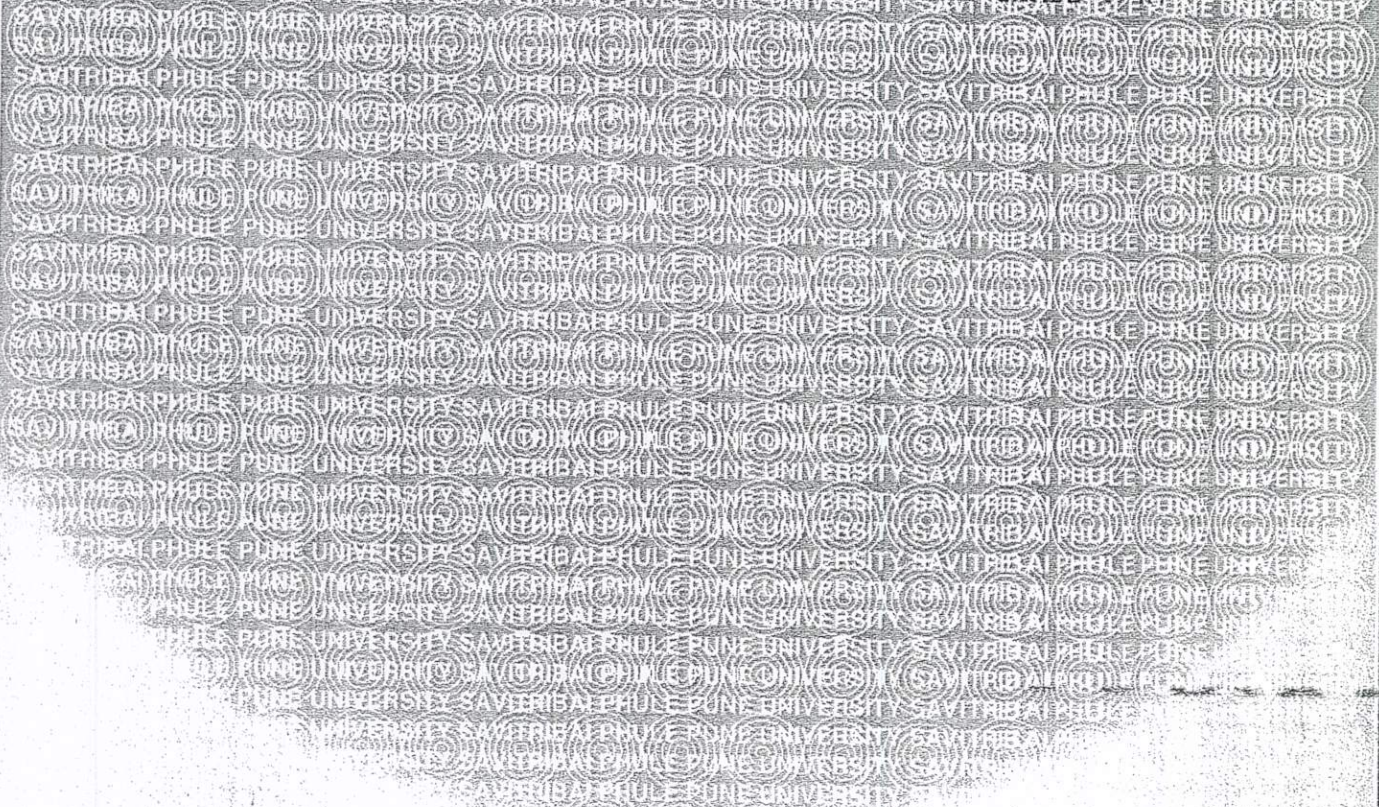


STATEMENT OF MARKS/GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 21101 CENTRE 1
NAME ROUNDHAL AKSHAY PANDURANG
COLLEGE 0341 M.MITRA MANDALS INST PUNE4

PERM REG. NO.: 2051813513
MOTHER: HEMAWATI

SEM.	NAME OF THE COURSE	OL	INT	EX	TOT	MARKS	CRE	GR	DITS	ADE	GP
ADDL. SPL. SUBJECT: INTERNATIONAL BUSI. MGNT											
3	INTERNATIONAL BUSINESS ECONOMICS	40	17	16	43	F	03	P			012
	EXPORT DOCUMENTATION & PROCEDURES	10	21	22	53	F	03	E			018
	INTERNATIONAL MANAGEMENT	-	42	-	42	F	02	O			020
	INTERNATIONAL MARKETING	-	40	-	40	F	02	O			020
	GLOBAL LOGISTICS & SUPPLY CHAINS	40	-	-	40	F	02	O			020
	GLOBAL STRATEGIC MANAGEMENT	41	-	-	41	F	02	O			020
4	INTERNATIONAL BUSINESS ENVIRONMENT	15	23	32	58	F	03	A			024
	INDIAN ECONOMY & TRADE DEPENDENCIES	15	21	38	74	F	03	A+			027
	ENVIRONMENT & GLOBAL COMPETITIVENESS	-	42	-	42	F	02	O			020
	CROSS-CULTURAL RELATIONSHIP MARKETING	-	40	-	40	F	02	O			020
	FOREIGN EXCHANGE MANAGEMENT	-	42	-	42	F	02	O			020
	INTERNATIONAL DIVERSITY MANAGEMENT	-	41	-	41	F	02	O			020
CGPA : 43 / 7.86041 / 8.360						TOTAL : 28					
TOT. MARKS : 266 / 800 / 78.75%						CGPA : 8.610 FINAL GRADE : A+					

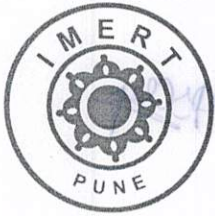


[Signature]
Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE: 14 DEC 2020



Marathwada Mitra Mandal's
Institute of Management Education Research & Training
Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052



DUAL SPECIALIZATION MBA ADMISSION 2019 - 2020

MBA PASSING YEAR 2019 PATTERN 2016

1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune

Sir,
I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : Ghogare Adesh Sudhir
(As Per order on Graduation Mark sheet)

Father's Name : Sudhir K Ghogare Mother's Name : Aruna S Ghogare

Date of Birth : 21/08/1996 Age : 23 Place of Birth : Pune

Blood Group : - Aadhar Card No. : 816425741391 PAN No. -

Gender : Male Female Transgender

Religion : Buddhist Cast : Hindu Mahar Category : SC

Permanent Address : M-18/2005, Maharashtra Housing Board, Yerwada

Taluka / Tehsil : Haveli Dist. Pune State Maharashtra Pin code : 411006

Mob. No. of Candidate : 9767935257 Email Address of Candidate : aadesh.ghogare9595@gmail.com

Mob. No. Parents : 7774006299 Email Address : - Annual Income: -

Correspondence Address / Local Contact : Same as above

Additional Phone No.s :

1. Mohit Name : 9764622366 2. Name :

Cont.....

MBA Passing Result : 63.43% (A) (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: Pune Date: 20/9/19 Name of Candidate: Adesh Ghogare Signature: [Signature]

Admission officer: [Signature] Director:

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: [Signature] Name of the Candidate: Adesh Sudhir Ghogare

Date: 20/9/2019 Place: Pune



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14022 CENTRE 1 PERM REG. NO.: 2051701492
 NAME GHOGARE ADESH SUDHIR MOTHER: ARUNA
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019

SEM.	NAME OF THE COURSE	MARKS				GR- DITS	GR- ADE	GP
		OL	INT	UEX	TOT			
SUBJECT : FINANCIAL MANAGEMENT								
1	ACCOUNTING FOR BUSINESS DECISIONS	08	22	23	43	P 03	A	024
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	14	17	16	47	P 03	C	015
	LEGAL ASPECTS OF BUSINESS	09	21	24	54	P 03	B	018
	BUSINESS RESEARCH METHODS	11	22	22	55	P 03	A	024
	ORGANIZATIONAL BEHAVIOUR	11	21	22	54	P 03	B	018
	BASICS OF MARKETING	09	21	25	55	P 03	B+	021
	BUSINESS COMMUNICATION LAB	-	39	-	39	P 02	A+	018
	MS EXCEL & ADVANCED EXCEL LAB	-	41	-	41	P 02	D	020
	PERSONALITY DEVELOPMENT LAB	-	39	-	39	P 02	A+	018
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	42	-	42	P 02	D	020
	HUMAN RIGHTS - I	-	19	-	19	P 01	A+	!
	INTRODUCTION TO CYBER SECURITY - I	-	21	-	21	P 01	D	!
2	MARKETING MANAGEMENT	12	21	23	56	P 03	B+	021
	FINANCIAL MANAGEMENT	12	18	18	48	P 03	C	015
	HUMAN RESOURCE MANAGEMENT	09	20	20	49	P 03	C	015
	DECISION SCIENCE	17	24	30	71	P 03	A+	027
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	10	23	25	58	P 03	B+	021
	MANAGEMENT INFORMATION SYSTEMS	14	18	18	50	P 03	B	018
	STATISTICAL SOFTWARE LAB	-	42	-	42	P 02	D	020
	GEOPLITICS & THE WORLD ECONOMIC SYSTEM	-	44	-	44	P 02	D	020
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	44	-	44	P 02	D	020
	INDUSTRY ANALYSIS - DESK RESEARCH	-	44	-	44	P 02	D	020
	HUMAN RIGHTS - II	-	23	-	23	P 01	D	!
	INTRODUCTION TO CYBER SECURITY - II	-	21	-	21	P 01	D	!
3	STRATEGIC MANAGEMENT	09	21	26	56	P 03	B+	021
	ENTERPRISE PERFORMANCE MANAGEMENT	08	17	15	40	P 03	P	012
	STARTUP & NEW VENTURE MANAGEMENT	10	19	19	48	P 03	C	015
	SUMMER INTERNSHIP PROJECT	-	39	39	78	P 04	A+	036
	DIRECT TAXATION	19	17	15	51	P 03	B	018
	FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	13	22	28	63	P 03	A	024
	CORPORATE FINANCE	-	41	-	41	P 02	D	020
	EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	41	-	41	P 02	D	020
	BANKING OPERATIONS-I	-	39	-	39	P 02	A+	018
	FUTURES & OPTIONS	-	38	-	38	P 02	A+	018
	INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P 01	D	!
	SKILL DEVELOPMENT - I	-	41	-	41	P 02	D	!

CONTINUED

Ashesh E

Director,

Board of Examinations & Evaluation

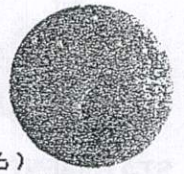
DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14022 CENTRE 1 PERM REG. NO.: 2051701492
 NAME GHOGARE ADESH SUDHIR MOTHER : ARUNA
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019 <--- MARKS ---> CRE- GR-
 SEM. NAME OF THE COURSE OL. INT UEX TOT DITS ADE GP

PAGE : 2

4	MANAGING FOR SUSTAINABILITY	13	21	23	57	*	03	B+	021	
	DISSERTATION	-	42	40	82	*	04	0	040	
	INDIRECT TAXATION	17	19	19	55	*	03	B+	021	
	INTERNATIONAL FINANCE	08	21	23	52	*	03	B	018	
	FINANCIAL MODELING USING EXCEL	-	38	-	38	*	02	A+	018	
	BANKING OPERATIONS II	-	37	-	37	*	02	A+	018	
	WEALTH & PORTFOLIO MANAGEMENT	-	42	-	42	*	02	0	020	
	COMMODITY MARKETS	-	40	-	40	*	02	0	020	
	INTRODUCTION TO CYBER SECURITY - IV	-	22	-	22	*	01	0	!	
	SKILL DEVELOPMENT - II	-	43	-	43	*	02	0	!	
SGPA : (1) 7.540(2) 7.580(3) 7.480(4) 8.380								TOTAL	100	771
TOT.MARKS : 1903/3000 (63.43%)								CGPA :	7.710	FINAL GRADE : A

Ashesh
 Director,

! - Not considered for calculation of final grade
 Medium of instruction: English

Board of Examinations & Evaluation

DATE : 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND PUNE 411 007



STATEMENT OF MARKS/GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 21102 CENTRE 1 PERM REG. NO.: 2051813510
 NAME GHOGARE ADESH SUDHIR MOTHER : ARUNA
 COLLEGE 0341 M. MITRA MANDALS INST PUNE4

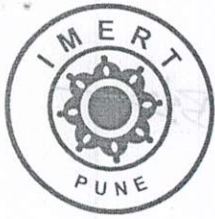
SEM.	NAME OF THE COURSE	OL	INT	EX	TOT	MARKS	CRE	GR-	GR-
							DITS	ADE	GP
ADDL. SPL. SUBJECT: BANKING & INS. MGNT.									
3	BANKING CONCEPTS & OPERATIONS	12	21	22	55	P	03	B+	021
	PRINCIPLES & PRACTICES OF INSURANCE	16	23	25	64	P	03	A	024
	PRACTICE OF LIFE INSURANCE	-	41	-	41	F	02	O	020
	PRACTICE OF GENERAL INSURANCE	-	40	-	40	F	02	O	020
	MARKETING OF FINANCIAL SERVICES	-	40	-	40	F	01	O	020
	PERSONAL FINANCIAL PLANNING	-	38	-	38	F	02	A+	018
4	BANKING REGULATIONS & LEGAL ASPECTS	15	23	47	85	A	03	O	050
	TRENDS IN INSURANCE MANAGEMENT	16	26	37	79	A	03	A+	027
	ADVANCE TECHNOLOGY IN BANKING & INSURANCE	-	45	-	45	A	02	O	020
	HEALTH INSURANCE & MEDI-CLAIM INSURANCE	-	46	-	46	A	02	O	020
	COMMERCIAL BANKING & COOPERATIVE BANKING	-	45	-	45	C	02	O	020
	CENTRAL BANKING	-	45	-	45	F	02	O	020
SGPA : (3) & 790(21) & 790						TOTAL 28			
TOT MARKS : 6317/800 (78.82%)						CGPA : 3.260 FINAL GRADE C			

[Signature]
Director

! - Not considered for calculation of final grade
 Medium of instruction: English

Board of Examinations & Evaluation

DATE: 14 DEC 2020

DUAL SPECIALIZATION Banking & InsuranceADMISSION FORM NO : 06Date : 20/9/2019

Marathwada Mitra Mandal's

Institute of Management Education Research & Training

Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 20.19 - 20.20

MBA PASSING YEAR 2019 PATTERN 2016

1. The Candidate who is found to have furnished false information or suppressed material information will, if admitted be dismissed and his/her fees will be forfeited.
2. Any failure /improper documents /non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune
Sir,

I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : SOLANKI MOHIT ASHOK
(As Per order on Graduation Mark sheet)

Father's Name : ASHOK SOLANKI Mother's Name : LILA

Date of Birth : 17/11/1995 Age : 23 Place of Birth : PALI, RAJASTHAN

Blood Group : A + Aadhar Card No. : 569779202493 PAN No. ERMPS3961Q

Gender : Male Female Transgender

Religion : HINDU Cast : HINDU Category : OPEN

Permanent Address : C-1/11, KUMAR PRITHVI, KONDHWA

Taluka / Tehsil : HAVELI Dist. PUNE State MAHARASHTRA Pin code : 411048

Mob. No. of Candidate : 9764622666 Email Address of Candidate : solanki.mohit850@gmail.com

Mob. No. Parents : 9762308079 Email Address : Annual Income : 34,00,000

Correspondence Address / Local Contact : Same as Above

Additional Phone No.s : 8668582264

1. Name : KARAN 2. Name :

Cont.....

MBA Passing Result : 76.60% (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: PUNE Date: 20/9/19 Name of Candidate : Mohit Signature: Balaki

Admission officer: [Signature] Director :

Declaration by the Candidate

I, hereby declare that,

1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

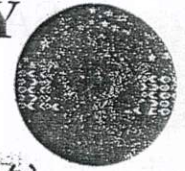
Signature: Balaki Name of the Candidate: Mohit

Date: 20/9/19 Place: PUNE



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14110 CENTRE 1 PERM REG. NO.: 2051701413
NAME SOLANKI MOHIT ASHOK MOTHER : LILA
COLLEGE 0341 M.MITRA MANDALS INST PUNE4

SEM.	NAME OF THE COURSE	MARKS				CRE-	GR-	GP
		OL.	INT	UEX	TOT			
SUBJECT : FINANCIAL MANAGEMENT								
1	ACCOUNTING FOR BUSINESS DECISIONS	16	28	39	83	P 03	D	030
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	14	24	29	67	P 03	A	024
	LEGAL ASPECTS OF BUSINESS	14	25	30	69	P 03	A	024
	BUSINESS RESEARCH METHODS	10	25	36	71	P 03	A+	027
	ORGANIZATIONAL BEHAVIOUR	09	21	22	52	P 03	B	018
	BASICS OF MARKETING	17	24	27	68	P 03	A	024
	BUSINESS COMMUNICATION LAB	-	43	-	43	P 02	D	020
	MS EXCEL & ADVANCED EXCEL LAB	-	46	-	46	P 02	D	020
	PERSONALITY DEVELOPMENT LAB	-	43	-	43	P 02	D	020
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	44	-	44	P 02	D	020
	HUMAN RIGHTS - I	-	20	-	20	P 01	D	!
	INTRODUCTION TO CYBER SECURITY - I	-	19	-	19	P 01	A+	!
2	MARKETING MANAGEMENT	17	24	28	69	P 03	A	024
	FINANCIAL MANAGEMENT	17	26	30	73	P 03	A+	027
	HUMAN RESOURCE MANAGEMENT	17	22	28	67	P 03	A	024
	DECISION SCIENCE	19	27	36	82	P 03	D	030
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	09	26	31	66	P 03	A	024
	MANAGEMENT INFORMATION SYSTEMS	17	24	28	69	P 03	A	024
	STATISTICAL SOFTWARE LAB	-	45	-	45	P 02	D	020
	GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	47	-	47	P 02	D	020
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	46	-	46	P 02	D	020
	INDUSTRY ANALYSIS - DESK RESEARCH	-	46	-	46	P 02	D	020
	HUMAN RIGHTS - II	-	21	-	21	P 01	D	!
	INTRODUCTION TO CYBER SECURITY - II	-	22	-	22	P 01	D	!
3	STRATEGIC MANAGEMENT	14	23	25	62	P 03	A	024
	ENTERPRISE PERFORMANCE MANAGEMENT	16	26	31	73	P 03	A+	027
	STARTUP & NEW VENTURE MANAGEMENT	15	26	30	71	P 03	A+	027
	SUMMER INTERNSHIP PROJECT	-	47	46	93	P 04	D	040
	DIRECT TAXATION	19	27	39	85	P 03	D	030
	FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	14	23	26	63	P 03	A	024
	CORPORATE FINANCE	-	47	-	47	P 02	D	020
	EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	48	-	48	P 02	D	020
	BANKING OPERATIONS-I	-	47	-	47	P 02	D	020
	FUTURES & OPTIONS	-	47	-	47	P 02	D	020
	INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P 01	D	!
	SKILL DEVELOPMENT - I	-	42	-	42	P 02	D	!

CONTINUED

Ashok

Director,

Board of Examinations & Evaluation

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14110 CENTRE 1 PERM REG. NO.: 2051701413
 NAME SOLANKI MOHIT ASHOK MOTHER : LILA
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2019
 EM. NAME OF THE COURSE <--- MARKS ---> CRE- GR-
 OL. INT UEX TOT DITS ADE GP

PAGE : 2

EM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRE	GR-	DITS	ADE	GP
	MANAGING FOR SUSTAINABILITY	13	24	28	65	*	03	A		024
	DISSERTATION	-	48	47	95	*	04	D		040
	INDIRECT TAXATION	15	25	29	69	*	03	A		024
	INTERNATIONAL FINANCE	11	20	21	52	*	03	B		018
	FINANCIAL MODELING USING EXCEL	-	45	-	45	*	02	D		020
	BANKING OPERATIONS II	-	44	-	44	*	02	D		020
	WEALTH & PORTFOLIO MANAGEMENT	-	49	-	49	*	02	D		020
	COMMODITY MARKETS	-	47	-	47	*	02	D		020
	INTRODUCTION TO CYBER SECURITY - IV	-	22	-	22	*	01	D		!
	SKILL DEVELOPMENT - II	-	43	-	43	*	02	D		!
EPA : (1) 8.730(2) 8.960(3) 9.330(4) 8.860						TOTAL		100		898
GT.MARKS : 2298/3000 (76.60%)						CGPA :		8.980	FINAL GRADE : A+	

Ashok
 Director,

! - Not considered for calculation of final grade
 Medium of instruction: English

Board of Examinations & Evaluation

DATE : 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007

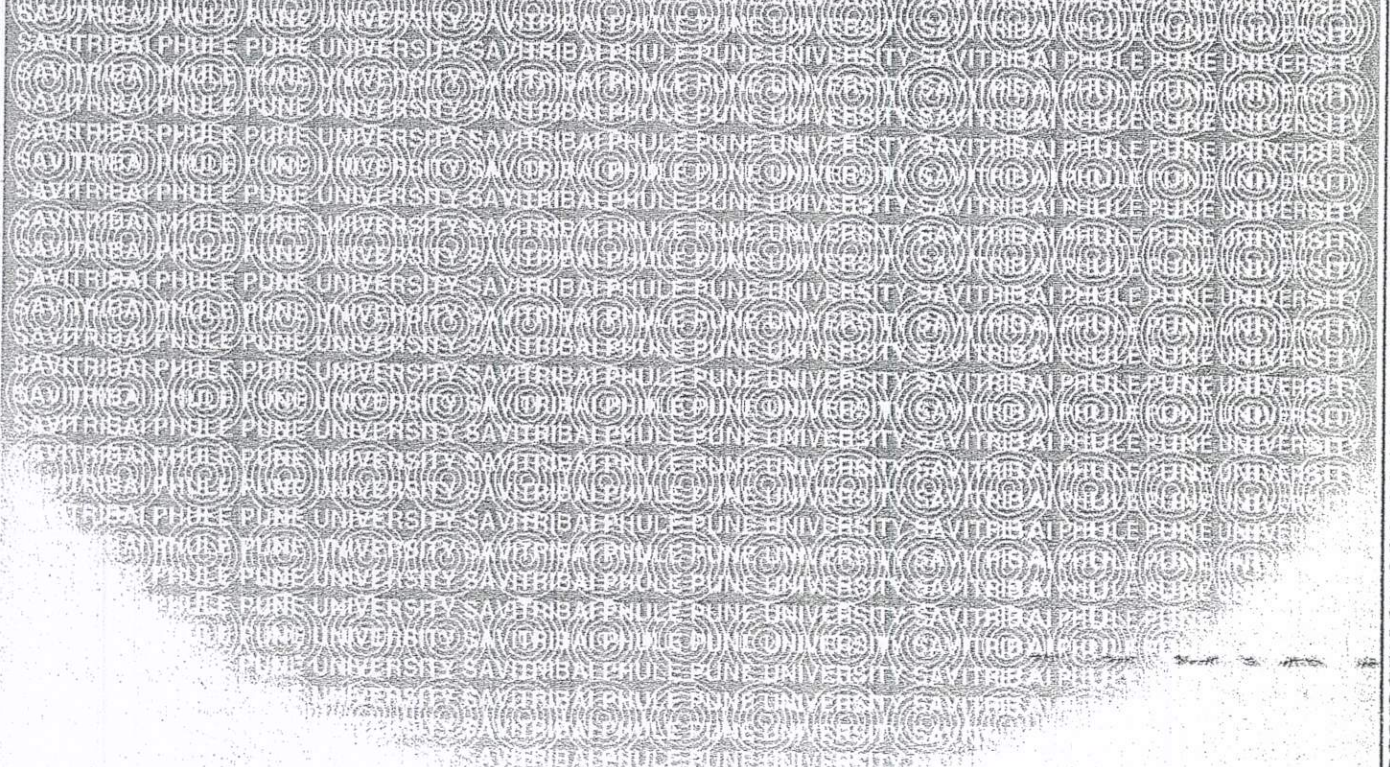


STATEMENT OF MARKS/GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2016)

SEAT NO. 21103 CENTRE 1 PERM REG. NO.: 2051813506
 NAME SOLANKI MOHIT ASHOK MOTHER: LILA
 COLLEGE 0341 M. MITRA MANDALS INST PUNE4

YEAR : APRIL 2020
 SEM. NAME OF THE COURSE <--- MARKS ---> CRE- GR-
 OL. INT UEX TOT DITS ADE GP

ADDL. SPL. SUBJECT	BANKING & INS. MGNT.											
3	BANKING CONCEPTS & OPERATIONS	15	13	20	48	P	03	C				015
	PRINCIPLES & PRACTICES OF INSURANCE	14	23	26	63	P	03	A				024
	PRACTICE OF LIFE INSURANCE	-	46	-	46	P	02	O				020
	PRACTICE OF GENERAL INSURANCE	-	41	-	41	P	02	O				020
	MARKETING OF FINANCIAL SERVICES	-	42	-	42	P	02	O				020
	PERSONAL FINANCIAL PLANNING	-	40	-	40	P	02	O				020
4	BANKING REGULATIONS & LEGAL ASPECTS	16	26	45	87	P	03	O				030
	TRENDS IN INSURANCE MANAGEMENT	16	27	39	82	P	03	O				030
	HEALTH INSURANCE & MEDI-CLAIM INSURANCE	-	45	-	45	P	02	O				020
	AGENCY MANAGEMENT	-	45	-	45	P	02	O				020
	COMMERCIAL BANKING & COOPERATIVE BANKING	-	46	-	46	P	02	O				020
	INNOVATIONS IN BANKING & INSURANCE INDUSTRY	-	47	-	47	P	02	O				020
SGPA : 3.85004 / 10.000 TOT. MARKS : 633 / 800 (79.12%) CGPA : 9.250 FINAL GRADE : 0												



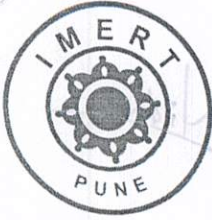
[Signature]
 Director

! - Not considered for calculation of final grade
 Medium of instruction: English

DUAL SPECIALIZATION HR.....

ADMISSION FORM NO : 07

Date : 20/9/2019



Marathwada Mitra Mandal's

Institute of Management Education Research & Training

Sr.No. 18, Plot No. 5/3, CTS No.205, Behind Vandevi Temple, Karvenagar, Pune - 411052

DUAL SPECIALIZATION MBA ADMISSION 2019 - 2020

MBA PASSING YEAR 2019..... PATTERN 2016.



1. The Candidate who is found to have furnished false information or suppressed material information will be dismissed and his/her fees will be forfeited.
2. Any failure/improper documents/non eligibility found later on will be liability on part of the candidate.

To,
The Director
Institute of Management Education Research & Training, Pune
Sir,

I wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : MAPARA NIDHI RATENDRA
(As Per order on Graduation Mark sheet)

Father's Name : RAJENDRA Mother's Name : SONAL

Date of Birth : 15/07/1995 Age : 24 Place of Birth : PUNE

Blood Group : B +VE Aadhar Card No. 3910 8210 6019 PAN No. CMLPM2388A

Gender : Male Female Transgender

Religion : HINDU Cast : HINDU Category : OPEN

Permanent Address : Plot 101, ISHITA TOWER, 921 SADASHIV PETH

Taluka / Tehsil : PUNE Dist. PUNE State MAHARASHTRA Pin code : 411030

Mob. No. of Candidate : 8806102645 Email Address of Candidate : nr.mapara@gmail.com

Mob. No. Parents : 9373393525 Email Address : Annual Income : 4,00,000

Correspondence Address / Local Contact :

Additional Phone No.s :

1. 9764622666 Name : MOHIT

2. Name :

Cont.....

MBA Passing Result : 68.5 % (Attach copy of Final Year Mark sheet with application)

I, hereby declare that, all the information furnished by me is correct to the best of my knowledge.

Place: PUNE Date: 20/9/19 Name of Candidate : NIDHI Signature: Nidhi

Admission officer: [Signature] Director :

Declaration by the Candidate

I, hereby declare that,

- 1. I fully understand that the Director of Institute where has full liberty to expel me from the Institute for any infringement of the rules of conduct and the discipline and the undertaking given above.
- 2. I am fully aware that, Ragging is a crime and I will not indulge in any action that abets ragging. I will report any such incident immediately to the concern authorities (Anti-ragging Cell).
- 3. I am fully aware that, Sexual harassment is a crime and will not indulge in any action that abets Sexual harassment of women. I will report any such incident immediately to the concern authorities (Women Grievance Committee)
- 4. I fully understand ill effects of chewing tobacco, Guthkha, smoking and chewing gum and all such thing are strictly prohibited in and around campus.

Signature: Nidhi Name of the Candidate: NIDHI

Date: 20/9/19 Place: PUNE

[Handwritten marks]



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.

STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14090

CENTRE 1

PERM REG. NO.: 2051701553

NAME MAPARA NIDHI RAJENDRA

MOTHER : SONAL

COLLEGE 0341 M.MITRA MANDAL'S INST PUNE4

SEM.	YEAR : APRIL 2019	NAME OF THE COURSE	MARKS				CRE-	GR-	GP
			OL.	INT	UEX	TOT			
SUBJECT : FINANCIAL MANAGEMENT									
1		ACCOUNTING FOR BUSINESS DECISIONS	14	23	39	76	P 03	A+	027
		ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	13	18	17	48	P 03	C	015
		LEGAL ASPECTS OF BUSINESS	11	18	17	46	P 03	D	015
		BUSINESS RESEARCH METHODS	11	20	30	61	P 03	A	024
		ORGANIZATIONAL BEHAVIOUR	12	21	24	57	P 03	B+	021
		BASICS OF MARKETING	11	22	29	62	P 03	A	024
		BUSINESS COMMUNICATION LAB	-	39	-	39	P 02	A+	018
		MS EXCEL & ADVANCED EXCEL LAB	-	40	-	40	P 02	D	020
		PERSONALITY DEVELOPMENT LAB	-	35	-	35	P 02	A+	018
		ENTERPRISE ANALYSIS - DESK RESEARCH	-	41	-	41	P 02	D	020
		HUMAN RIGHTS - I	-	21	-	21	P 01	D	!
		INTRODUCTION TO CYBER SECURITY - I	-	20	-	20	P 01	D	!
2		MARKETING MANAGEMENT	13	21	28	62	P 03	A	024
		FINANCIAL MANAGEMENT	12	21	33	66	P 03	A	024
		HUMAN RESOURCE MANAGEMENT	14	20	34	68	P 03	A	024
		DECISION SCIENCE	11	12	30	53	P 03	B	018
		OPERATIONS & SUPPLY CHAIN MANAGEMENT	12	22	29	63	P 03	A	024
		MANAGEMENT INFORMATION SYSTEMS	13	18	23	54	P 03	B	018
		EMOTIONAL INTELL. & MANAGERIAL EFFECT. LAB	-	25	-	25	P 02	B	012
		GEOPLITICS & THE WORLD ECONOMIC SYSTEM	-	43	-	43	P 02	D	020
		COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	41	-	41	P 02	D	020
		INDUSTRY ANALYSIS - DESK RESEARCH	-	45	-	45	P 02	D	020
		HUMAN RIGHTS - II	-	21	-	21	P 01	D	!
		INTRODUCTION TO CYBER SECURITY - II	-	22	-	22	P 01	D	!
3		STRATEGIC MANAGEMENT	11	21	23	55	P 03	B+	021
		ENTERPRISE PERFORMANCE MANAGEMENT	12	24	27	63	P 03	A	024
		STARTUP & NEW VENTURE MANAGEMENT	14	21	22	57	P 03	B+	021
		SUMMER INTERNSHIP PROJECT	-	45	44	89	P 04	D	040
		DIRECT TAXATION	15	26	34	75	P 03	A+	027
		FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	10	21	23	54	P 03	B	018
		CORPORATE FINANCE	-	43	-	43	P 02	D	020
		EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	45	-	45	P 02	D	020
		BANKING OPERATIONS-I	-	43	-	43	P 02	D	020
		FUTURES & OPTIONS	-	44	-	44	P 02	D	020
		INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P 01	D	!
		SKILL DEVELOPMENT - I	-	42	-	42	P 02	D	!

CONTINUED

Ashok E.

Director,

Board of Examinations & Evaluation

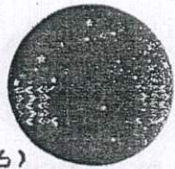
DATE :

Serial (156 cre
ting), MEN
PGDCMA



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND, PUNE 411 007.



STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 14090	CENTRE 1	PERM REG. NO.: 2051701553
NAME MAPARA NIDHI RAJENDRA		MOTHER: SONAL
COLLEGE 0341 M.MITRA MANDALS INST PUNE4		

YEAR : APRIL 2019
SEM. NAME OF THE COURSE

← MARKS → CRE- GR-
DL INT UEX TOT DITS ADE GP

PAGE : 2

4	MANAGING FOR SUSTAINABILITY	12	24	28	64	*	03	A	024
	DISSERTATION	-	46	46	92	*	04	D	040
	INDIRECT TAXATION	12	25	29	66	*	03	A	024
	INTERNATIONAL FINANCE	12	24	27	63	*	03	A	024
	FINANCIAL MODELING USING EXCEL	-	43	-	43	*	02	D	020
	BANKING OPERATIONS II	-	43	-	43	*	02	D	020
	WEALTH & PORTFOLIO MANAGEMENT	-	47	-	47	*	02	D	020
	COMMODITY MARKETS	-	46	-	46	*	02	D	020
	INTRODUCTION TO CYBER SECURITY - IV	-	24	-	24	*	01	D	010
	SKILL DEVELOPMENT - II	-	43	-	43	*	02	D	020

SGPA : (1) 7.770 (2) 7.850 (3) 8.560 (4) 9.140 TOTAL 100 GP 829
 TOT.MARKS : 2057/3000 (68.57%) CGPA : 8.290 FINAL GRADE : A

Ashesh E
Director,

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE: 6 JUL 2019



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007



STATEMENT OF MARKS/GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV.2016)

SEAT NO. 21097 CENTRE 1 PERM REG. NO.: 2051813509
 NAME **MAFARA NIDHI RAJENDRA** MOTHER : SONAL
 COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020
 SEM. NAME OF THE COURSE <--- MARKS ---> CRE- GR-
 OL. INT UEX TOT DITS ADE GP

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	DITS	ADE	GP	
ADDL. SPL. SUBJECT: HUMAN RESOURCES MGMT									
3	LABOUR & SOCIAL SECURITY LAWS	10	19	19	48	P	03	C 015	
	HUMAN RESOURCE ACCOUNTING & COMPENSATION MANAGEMENT	14	26	46	68	P	03	C 030	
	HUMAN RESOURCE INFORMATION SYSTEM	15	25	45	65	P	02	C 020	
	OUTSOURCING OF HR	16	38	38	76	P	02	A 018	
	PUBLIC RELATIONS & CORPORATE COMMUNICATION	17	25	25	50	P	02	A 016	
	LAB IN RECRUITMENT AND SELECTION	18	46	46	92	P	02	C 020	
4	EMPLOYMENT RELATIONS	18	20	46	64	P	03	C 030	
	STRATEGIC HUMAN RESOURCE MANAGEMENT	18	25	35	60	P	03	C 030	
	ORGANIZATIONAL DESIGN & DEVELOPMENT	19	36	36	72	P	02	A 018	
	EMPLOYEE REWARD MANAGEMENT	19	37	37	74	P	02	A 016	
	EMERGING TRENDS IN HR	19	37	37	74	P	02	A 016	
	DESIGNING HR POLICIES	19	37	37	74	P	02	A 016	
CGPA : (3) 8.640(4) 9.430						TOTAL			28
TOT MARKS : 6117 800 (75.38%)						CGPA : 9.040			FINAL GRADE : C

[Signature]
 Director

! - Not considered for calculation of final grade
 Medium of instruction: English

