



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 2020-21

eSign

Signed by: Shubhangee
Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:11
PM)



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Pune – 411052



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	Divase Samadhan Machindra	MM'S IMERT	2021	Asian Paints Limited-080 4456 8519	531960
2	Singh Richa Bam Shankar Pd	MM'S IMERT	2021	Conversant Software Development & Camegein Management Serveces Llp-9370704715	428991
3	Lokhandwala Husain Zainulabedeem	MM'S IMERT	2021	Indago Research Pvt Ltd- 8296637776	400002
4	Nirmal Damini Baban	MM'S IMERT	2021	Capita Ventura (India) Pvt Ltd-2067286400	399996
5	Patil Dhawal Prakash	MM'S IMERT	2021	Xoriant Solutions Pvt Ltd-2066046000	360000
6	Ezekiel Anna Arvind	MM'S IMERT	2021	BancTec TPS India Pvt Ltd- 206003	350004
7	Nikam Ajinkya Dinkar	MM'S IMERT	2021	ICICI Prudential Life Insurance Company Ltd-1800 267 9777	350000
8	Salvikar Lokesh Mahendrarao	MM'S IMERT	2021	Tnt Business Services Ltd-022-46009490	348600
9	Ashwini Pramod Dahake	MM'S IMERT	2021	Ujjivan Small Finance Bank- 1800 208 2121	331704
10	Patil Ajeet Bhalchandra	MM'S IMERT	2021	Car Trade Tech Ltd-022- 67398888	330000
11	Rushikesh Sunil Anpat	MM'S IMERT	2021	Electronica Fiance Ltd- 2067290700	325008
12	Saurabh Mohan Belsare	MM'S IMERT	2021	Electronica Finance Limited-18002099718	322008
13	Taral Raju Bhagawan	MM'S IMERT	2021	ICICI Prudential Life Insurance Company Ltd-80693 85555	315000
14	Erande Aniket Kalyanrao	MM'S IMERT	2021	ICICI Prudential Life Insurance Company Ltd-80693 85555	315000
15	Mali Mahesh Bhatu	MM'S IMERT	2021	ICICI Prudential Life Insurance Company Ltd-18602667766,18002679090	315000
16	Patole Kiran Ramchandra	MM'S IMERT	2021	Landmark Group Pvt Ltd-80 4179 6565	306000
17	Pallavi Deepak Gawai	MM'S IMERT	2021	Manpower Group Services India Pvt Ltd-020 6724 5800	300000
18	Sontakke Aishwarya Diliprao	MM'S IMERT	2021	Xoriant Solutions Pvt Ltd-2066046000	300000
19	Jadhav Chetan Bhagwan	MM'S IMERT	2021	Dlf Brands Pvt Ltd-011 4005 8100	300000

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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)
20	Nale Akshata Dilipkumar	MM'S IMERT	2021	Hirepro Consulting Pvt Ltd- 080665 60000	300000
21	Borkar Kunal Ganesh	MM'S IMERT	2021	Evoke Hr Solutions Pvt.Ltd-999 808 1863	280800
22	Nutan Devidas Chopade	MM'S IMERT	2021	Northen Operating Services Pvt.Ltd Kharadi-7058863476	279996
23	Rathod Pratik Sahebrao	MM'S IMERT	2021	Housewalas IIP-86696 13123	276000
24	Dharankar Shubham Sandeep	MM'S IMERT	2021	Russal Tobin Pvt Ltd-(212) 235- 5300	260004
25	Shah Kevin Jasmin	MM'S IMERT	2021	Apic Consultants Llp-202-454- 2639	257000
26	Shailesh Anilrao Sarode	MM'S IMERT	2021	WNS Global Services Pvt Limited- - 2268262100	255720
27	Kukreja Ankita Naresh	MM'S IMERT	2021	Northen Operating Services Pvt Ltd- 020 6728 8200	255070
28	Timewar Govind Balaji	MM'S IMERT	2021	WNS Global Services Pvt Limited- 02240952100	253640
29	Patankar Aishwarya Ramchandra	MM'S IMERT	2021	Kotak Mahindra Life Insurance Co. Ltd-1800 209 8800	250000
30	Mehta Megha Barun Kumar	MM'S IMERT	2021	Speedy Multimodes Ltd- 8424902005	250000
31	Duggad Nameet Rajkumar	MM'S IMERT	2021	Byju's Pvt Ltd - 924 133 3666	250000
32	Naikwadi Nikhil Kiran	MM'S IMERT	2021	Garware Techical Fibres Pvt Ltd- 18001205165	250000
33	Roshan Kamalkishor Zanwar	MM'S IMERT	2021	WNS Global Services Pvt. Limited- 2268262100	247325
34	Kadam Akshay Dnyaneshwar	MM'S IMERT	2021	Statestreet HCL India Pvt Ltd- 8675086750	240000
35	Bhalawane Rushikesh Dilipkumar	MM'S IMERT	2021	Relation Realtech Pvt Ltd-72766 09277	240000
36	Wagh Bhakti Shirish	MM'S IMERT	2021	Genpact India Pvt. Ltd-124 402 2000	240000
37	Kondalwade Vivek Prakash	MM'S IMERT	2021	Relation Realtech Pvt Ltd- 7276609277	240000
38	Bidkar Rupesh Santosh	MM'S IMERT	2021	Perennial Systems Pvt Ltd-20 2421 1286	240000
39	Dubey Sayali Sanjay	MM'S IMERT	2021	Statestreet Syntel Ser Pvt Ltd- - 8048361263	237000

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40	Khaladkar Rohan Sunil	MM'S IMERT	2021	Infosys Limited-080-2852 2405	230000
41	Dhage Kalpesh Umesh	MM'S IMERT	2021	Team Lease Services Ltd-08033002345	230000
42	Swami Mamta Mallikarjun	MM'S IMERT	2021	Lobo Staffing Solutions Pvt Ltd-9833563454	224000
43	Khatal Rushikesh Tukaram	MM'S IMERT	2021	Rage Fremworks India Pvt Ltd-2041413000	220000
44	Kapil Awadhesh Gupta	MM'S IMERT	2021	Square Yards Consulting Pvt Ltd-8770906061	219548
45	Shirsath Priyanka Raghunath	MM'S IMERT	2021	Fidelis Corporate Solutions Pvt Ltd-804150 2234 / 3	216000
46	Bhingardive Rohit Kashinath	MM'S IMERT	2021	Utkarsh Small Finance Bank Ltd-18001239878	211488
47	Katre Bhagyashree Balkrishna	MM'S IMERT	2021	Apex Hr Management Solutions Pvt Ltd-95950 11700	205200
48	Kshirsagar Hrushikesh Bandurao	MM'S IMERT	2021	WNS Global Services Pvt Ltd-2268262100	200880
49	Madhuri Rajesh Vishwakarma	MM'S IMERT	2021	Infosys Bpm Limited- 2040232000	200000
50	Wagh Renuka Sadashiv	MM'S IMERT	2021	eClerx Services Limited-0212 551 4150	200000
51	Nikhil Ramrao Bhojar	MM'S IMERT	2021	Electronica Finance Limited-18002099718	200000
52	Vaibhav Rajendra Dhanaskar	MM'S IMERT	2021	The Insight Partners Pvt Ltd-1244879699	190000
53	Gorthekar Sakshi Sunil	MM'S IMERT	2021	Savin Techonolgies Pvt Ltd-9725733363	180000
54	Patil Piyusha Rameshram	MM'S IMERT	2021	Reynold Infotek Pvt Ltd- 2065103210	180000
55	Ambesange Aishwarya Ajay	MM'S IMERT	2021	Opulence Money Pvt Ltd-9850099777	180000
56	Khandade Ashwini Balaji	MM'S IMERT	2021	Team Lease Services Ltd-080- 6824 3000	180000
57	Joshi Abhishek Prashant	MM'S IMERT	2021	Studyvita Edutech Pvt Ltd-8248544752	180000
58	Yadav Leena Bhagwan	MM'S IMERT	2021	Iris International Enterprise- 089832 71486	180000
59	Jadhav Mayur Chunnilal	MM'S IMERT	2021	CBSL Chola Business Services Ltd-18001024565	175601

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60	Bhirud Devendra Kamalakar	MM'S IMERT	2021	Techjeeva Software Private Limited- 8028523939	168000
61	Shweta Sanjaykumar Dankhade	MM'S IMERT	2021	Tecure Technology Pvt Ltd- 9322628431	168000
62	Khan Rifaut Sarfaraz	MM'S IMERT	2021	Huntsmen & BaronsPvt Ltd- 2065601334	156000
63	Gayatri Shailesh Muley	MM'S IMERT	2021	Vinoshia Portfolio Pvt Ltd- 91120-4520543	156000
64	Divekar Pranali Suresh	MM'S IMERT	2021	Heading North HR Consulting Pvt Ltd- 9822294996	146400
65	Twinkle Vilas Bharne	MM'S IMERT	2021	Ventura Learning Technologies Pvt Ltd-011-21210343	144000
66	Pathan Akib Mitthu	MM'S IMERT	2021	Coherent Markets Insights Pvt Ltd- 8482850837	144000
67	Kute Krutika Kailas	MM'S IMERT	2021	Grand Insights Pvt Ltd- 8446772770	144000
68	Nair Archana Suraj	MM'S IMERT	2021	Aquatech Engineers Pvt Ltd-020-2542 3284	144000
69	Salunke Shivani Bhuvan	MM'S IMERT	2021	Shri Gajanan Enterprises Pvt Ltd- 9822867071	120000
70	Vijay Gulabrao Patil	MM'S IMERT	2021	Msc Service Centre India Pvt Ltd- 2266378000	Salary Not Mentioned In Offer Letter
71	Srijan Raaj	MM'S IMERT	2021	Amazon development centre india private limited- 8067873000	Salary Not Mentioned In Offer Letter
72	Jogadand Indrajit Hanumant	MM'S IMERT	2021	Opulence Money Pvt Ltd- 9850099777	Salary Not Mentioned In Offer Letter
73	Basale Samarth Rajendra	MM'S IMERT	2021	Team Lease Skills University- 2656189100	Salary Not Mentioned In Offer Letter
74	Parthvanshi Pradeep Bhujbal	MM'S IMERT	2021	Ups Logistics Pvt Ltd- 1800227171	Salary Not Mentioned In Offer Letter
75	Napate Gajanan Pravin	MM'S IMERT	2021	Pragati Multi Services Pvt Ltd- 2402442599	Salary Not Mentioned In Offer Letter
76	Pitrubhakta Amit Dnyaneshwar	MM'S IMERT	2021	Opulence Money Pvt Ltd- 9850099777	Salary Not Mentioned In Offer Letter
77	Kulkarni Harshad Umesh	MM'S IMERT	2021	S.V. Bapat And Company Associates- 9767212845	Salary Not Mentioned In Offer Letter

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78	Shivani Yashwant Ovhal	MM'S IMERT	2021	Ubs Business Soluions (India) Pvt.Ltd-29718221	Salary Not Mentioned In Offer Letter
79	Gaikwad Suprika Krishna	MM'S IMERT	2021	Crisil Limited-02233423000	Salary Not Mentioned In Offer Letter
80	Kokane Rohan Sunil	MM'S IMERT	2021	Acg Pam Pharma Techologies Pvt Ltd-022 7186 2222	Salary Not Mentioned In Offer Letter
81	Lokhande Prajakta Deviraj	MM'S IMERT	2021	Fourtana Business Solution	Salary Not Mentioned In Offer Letter
82	Jumde Aboli Dilip	MM'S IMERT	2021	ICFAI Foundation For Higener Education-18005990767	Salary Not Mentioned In Offer Letter
83	Gore Mohini Dhanraj	MM'S IMERT	2021	Opulence Money Pvt Ltd-9850099777	Salary Not Mentioned In Offer Letter
84	Sonwane Omkar Dattatray	MM'S IMERT	2021	Veer Hanuman Shishan Sanstha-233555	Entrepreneur
85	Joshi Vijay Pramod	MM'S IMERT	2021	Astrologer-9405700839	Entrepreneur
86	Patil Aniruddha Sharad	MM'S IMERT	2021	Consultant Herbalife Pvt Ltd- 080-40311444	Entrepreneur
87	Saurabh Ashokrao Shirbhate	MM'S IMERT	2021	Saurabh Computers Sales And Services Proprietership- 8069033730	Entrepreneur
88	Shejwal Akash Subhash	MM'S IMERT	2021	Self Employed- Sai Samruddhi-8956553057	Entrepreneur
89	Waghchaure Mayur Vijay	MM'S IMERT	2021	Photo Graphy Business- 9145544128	Entrepreneur
90	Bidwai Chinmay Shekhar	MM'S IMERT	2021	Chinmay Education Consultancy-9370277404	Entrepreneur
91	Rushikesh Ravindra Bante	MM'S IMERT	2021	HDB Finance services Limited-02279455000	183301

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Pune – 411052



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
92	Sadhana Basawant Dhasade	MM'S IMERT	2021	MM'S IMERT	Additional Specialization
93	Phadnis Siddharth Sunil	MM'S IMERT	2021	MM'S IMERT	Additional Specialization
94	Shaikh Mohamed Adil Mohamed Mujaeed	MM'S IMERT	2021	MM'S IMERT	Additional Specialization
95	Bhandari Himanshu Ramlalji	MM'S IMERT	2021	MM'S IMERT	Additional Specialization
96	Pachpute Pallavi Vithalrao	MM'S IMERT	2021	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
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:11
PM)



Sam Divase <sam.divase@gmail.com>

Asian Paints Ltd | Employment Offer

3 messages

Mon, Mar 27, 2023 at 12:00 PM

Akshata Makwana <akshata.makwana1@asianpaints.com>

To: "sam.divase@gmail.com" <sam.divase@gmail.com>

Cc: Rakshita Shetty <rakshita.shetty@asianpaints.com>, Dhumeel Dutia <dhumeel.dutia@asianpaints.com>

27th March 2023

Dear Mr. Samadhan Divase,

We are pleased to make an offer of appointment to you for the position of "EXECUTIVE N – ALTERNATE CHANNELS SALES" in our organization.

Location: Nasik

The compensation offered to you on joining will be as follows:

Headings	Mumbai, Delhi Amount (INR)	Bangalore, Chennai, Kolkata, Hyderabad, Secunderabad, Pune Amount (INR)	All Other Locations Amount (INR)
Basic	21000	21000	21000
Interim Allowance	2000	2000	2000
HRA	9000	8500	8000
Education Allowance	200	200	200
Consolidated Allowance	600	600	600
Conveyance Allowance	4500	4500	4500
Monthly Gross	37300	36800	36300
Gratuity	1010	1010	1010
Employer's contribution towards PF	2520	2520	2520
CTC per month	40830	40330	39830
LTA (per annum)	4000	4000	4000
Bonus (per annum)	38000	38000	38000
CTC per annum	531960	525960	519960

The detailed terms and conditions of your employment and compensation will be given in the appointment letter which will be handed over to you at the time of joining.

Your appointment to the services of the Company is subject to medical fitness as certified by the Company's Medical Consultant or any other Doctor nominated by the Company, and background verification check.

This offer of appointment is valid until 28th March' 2023 for acceptance. If we do not hear from you by 28th March' 2023 i.e. the date on which the validity for acceptance expires, this offer of appointment shall be treated as withdrawn. Your expected date of joining is 1st April' 2023. In case you fail to join us by 1st April' 2023 date, this offer shall be automatically treated as withdrawn.

Thanking you,

For Asian Paints Ltd.

Dhrumeel Dutia

Manager – Human Resource

Thanks & Regards

Akshata Makwana

For our email disclaimer please visit <https://www.asianpaints.com/disclaimer.html#email> For our email disclaimer please visit <https://www.asianpaints.com/disclaimer.html#email>

Mon, Mar 27, 2023 at 12:19 PM

Sam Divase <sam.divase@gmail.com>

To: Akshata Makwana <akshata.makwana1@asianpaints.com>

Cc: Rakshita Shetty <rakshita.shetty@asianpaints.com>, Dhrumeel Dutia <dhrumeel.dutia@asianpaints.com>

I accept the offer.
[Quoted text hidden]

Mon, Mar 27, 2023 at 2:01 PM

Sam Divase <sam.divase@gmail.com>
To: parag.pawar@asianpaints.com

[Quoted text hidden]

EPSILON

Private and Confidential

09/29/2021

Richa Singh

Pune, Maharashtra

Dear Richa

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Campaign Analyst 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 10/25/2021. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

Your Total Annual Salary will be INR 428,991.00 per annum, subject to applicable deductions. Please note that in addition to this, if you are eligible for contributions to any mandatory benefits, your share of such contributions shall be deducted from the Total Annual Salary. The Total Annual Salary shall be paid to you in accordance with Epsilon's normal payroll practices. The breakdown of your Total Annual Salary into Basic Salary and all relevant allowances is provided to you in Annexure 1. You will be solely liable for your personal tax liabilities and Epsilon makes no assurances that the tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Total Annual Salary may need to be revised from time to time in keeping with the regulatory developments or otherwise, and Epsilon will not be liable for any additional tax liability which you may face due to such revisions.

You will be eligible to receive a one time Relocation bonus of INR 100,000.00 (subject to applicable tax) and initial two weeks accommodation on the

Conversant Software Development and Campaign Management Services LLP

Identification Number AAD-2654

DocuSigned by:

Richa Singh

0BCCCC35B534473...

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB 1 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Hub 2:- Floors 5-7, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

EPSILON

understanding that you will continue to remain employed by Epsilon for a period of 12 months from the date of execution of the Agreement of Employment and subject to you signing and returning a copy of the Relocation Bonus Repayment Agreement with Epsilon (a copy of which will be provided to you with the Agreement of Employment).

Your compensation will be reviewed periodically by Epsilon, and any increase will be discretionary and subject to and on basis of effective performance and Epsilon results during that period.

If Epsilon decides to terminate your employment other than summarily (e.g. for gross misconduct) you will be entitled to receive written notice of sixty (60) days. Epsilon reserves the right to make a payment in lieu of notice equivalent to your salary for any unexpired period of notice, less deductions required by law.

If you decide to terminate your employment with Epsilon, you are required to give written notice of sixty (60) days. You would be required to serve out the stipulated notice period and it cannot be offset against any accrued leave unless approved by Epsilon. Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.
- Successful completion of background checks and employment references. By signing this offer letter, you hereby consent to all such background investigations and/or reference checks that may be carried out in relation to you by Epsilon.
- You signing and returning this offer letter within 5 days of receipt.

Conversant Software Development and Campaign Management Services LLP
Identification Number AAD-2654

DocuSigned by:

Richa Singh

0BCCCC35B534473...

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB 1 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045. Tel: +91.80.6751.4000
Fax :-91.80.6751.3699.

Hub 2:- Floors 5-7, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

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- You signing an Agreement of Employment (which will be issued to you on your joining date) and you entering into the Covenant of Confidentiality, a copy of which will be attached to the Agreement of Employment, and pledging to sign the Code of Ethics when it becomes available.
- You having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by Epsilon.
- You keeping the terms of this offer letter confidential. In the event that you breach this obligation, Epsilon reserves the right to rescind this offer letter immediately.

No work may be performed until all the conditions of this letter have been met. Finally, in order to process payroll information, we ask that you consent to allow us to transfer any personal information necessary to set up a payroll account for you and process your pay from India to Epsilon's payroll processor who may be located outside of India. By signing below, you consent to that transfer of personal data under the terms described. We covenant to keep this information solely within the payroll department or with Epsilon's payroll processor and will not disseminate this information further without your personal consent.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and Epsilon. Any employer-employee relationship is only meant to arise upon execution of the Agreement of Employment between you and Epsilon that will be provided to you on your start date should you accept this offer of employment. Upon execution of the Agreement of Employment, this letter shall form a part of the terms of your employment, and shall be read together with the Agreement of Employment.

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

Conversant Software Development and Campaign Management Services LLP

Identification Number AAD-2654

DocuSigned by:

Richa Singh

0BCCCC35B534473...

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB 1 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045. Tel: +91.80.6751.4000
Fax :-91.80.6751.3699.

Hub 2:- Floors 5-7, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

EPSILON™

If you have any queries relating to this offer, please let us know. We hope that you are able to accept our offer. If so, please return a signed copy of this letter to Epsilon.

We look forward to hearing from you in the near future and to welcoming you to Epsilon.

Yours sincerely,



09/29/2021

By: Mohan Jayaram
Title: Sr. Director, Recruiting
**Conversant Software Development and
Campaign Management Services LLP**

I agree with and understand the above terms.

DocuSigned by:

Richa Singh

0BCCCC35B534473...

04-Oct-2021

**Conversant Software Development and Campaign
Management Services LLP**
Identification Number AAD-2654

DocuSigned by:

Richa Singh

0BCCCC35B534473...

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
Bangalore 560045. Tel: +91.80.6751.4000
Fax :-91.80.6751.3699.

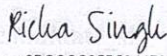
Hub 2:- Floors 5-7, HUB 2 Building of SEZ Towers, Karle
Town Centre, Nagavara, Bangalore 560045.

ANNEXURE 1
SALARY DETAILS

Component	Richa Singh
	Campaign Analyst 1
	Amount (INR per annum)
Total Annual Salary (A)	INR 428,991.00
Basic	INR 184,466.00
Flexible Benefit Plan - Total basket of Allowances	INR 244,525.00
Retirals (B)	
Employer's Contribution towards PF ¹	INR 22,136.00
Gratuity ²	INR 8,873.00
Total Cost to Company (C) = (A) + (B)	INR 460,000.00

¹ In accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, if applicable

² Gratuity is only payable as per the Payment of Gratuity Act, 1972, upon completion of 5 years of continuous service, at the time of cessation of employment with Epsilon

DocuSigned by:

 0BCCCC35B534473...

iNDAGOresearch

Dear Husain,

Indago Research Pvt. Ltd. is pleased to offer you the position of Analyst, with a start date of 15/4/2021 and subject to background checks and signing of employment contract. Congratulations!

You will be on a 3-month probation from the start date. During probation, your monthly salary will be Rs. 33,500 per month. After 3 months, your initial compensation package will include an annual base salary of Rs. 4,02,000 as well as several other incentives and benefits. Apart from base salary, you will be paid a performance bonus. In addition, Indago Research will offer you two weeks of paid vacation (10 days) in the first year and will increase paid vacation to 3 weeks (15 days) in the second year. In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis.

Performance Bonus of 40,000 (paid in two installments in 6-month interval starting employment start date)

Post 6 months from employment start:

After 6 months of employment with the firm assuming you are able to take on more responsibilities, your base salary will increase to 4,40,000 annually and bonus will increase to 55,000 per year (paid in half yearly installments). Additionally, depending on your growth, we will provide you the responsibility of managing a select few clients and allowing you to send your work directly to clients without direct supervision. Assuming this happens, the firm will share with you 5% of revenue that is generated for the clients you manage in addition to your salary and performance bonus. It is important to note that we will only provide you client facing responsibilities if we are confident in the quality of your work.

This offer is private and confidential. We look forward to your arrival at the firm and are confident that you will play a key role in our company's expansion. Please let me know if you have any questions. Once again, our warmest congratulations!

Best Regards,
Madhu Chaudhary
Founder & Director
Indago Research Pvt. Ltd.
India Contact No: +91-82966 37776
www.indago-research.com
madhu@indago-research.com



APPOINTMENT LETTER

29/06/2022

Damini Nirmal

PUNE

Dear Damini

Welcome to the Capita family!

This contract sets out the main terms and conditions, on which Ventura (India) Private Limited will employ you. This contract comes into effect from **08/07/2022**. The offer will stand revoked if you are unable to join us on the said date.

JOB TITLE

You will be employed in the position of **Executive - Finance Operations** in **India - Band 7 - Operations**. You will be based at **Pune**. However there may be business requirement which requires flexibility of location and you may be asked to work partly or wholly from another location including working remotely from home on a permanent or temporary basis.

The Company reserves the right to change your duties and responsibilities during your employment.

REMUNERATION

Your total remuneration (Cost To Company) on an annual basis will be **₹399,996.00**. All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law of the land from time to time.

Please find details of your package attached in the Salary Annexure. This amount is inclusive of your basic salary, statutory allowances to which you will be eligible and subject to statutory deductions as per the law of the land.

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increase will be awarded on the basis of individual performance and the achievement of objectives, business profitability and market rates.

DISCRETIONARY BONUS SCHEME

In addition to this, subject to the Rules of the Scheme, you will also be eligible for an Annual Bonus / Exgratia, based on individual and Company performance) payable at the Company's discretion. This Scheme may be varied by the Company at its discretion.

To receive this bonus you must be employed by the Company at the time that bonus is payable.

BACKGROUND CHECKS / REFERENCES

Background check will be conducted verifying your Highest Education, Last 2 Employments and a Criminal Check for present and past addresses. These will cover suitability for the job, reliability and honesty. Should such background checks prove unsatisfactory, your employment in the Company will be withdrawn. At the time of joining and throughout the course of your employment with the Company, you are required to have a minimum Credit Score of 600 or above and no previous/existing criminal records against you. Subsequent to your joining, in case your Credit Score falls below 600 or there is any change in your criminal records, you are expected to proactively report any such changes and consequences arising thereof, to the Company immediately. The Company reserves the right to request for re-verification of your Credit Score and/or Criminal Check at any time during your employment as part of regulatory/audit requirements and as a commitment to its Clients.

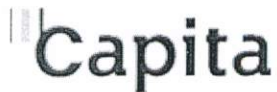
Ventura (India) Private Limited

Registered Office: Upper Ground Level, Level 1, Level 2 & Level 3, Tower B1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune-411013, Maharashtra, India.

Tel.: +91-20-67660400 Registered in India CIN: U72200PN2004PTC019380

Website: www.capita.com

Data Classification: Confidential



COMPANY PROPERTY

You shall promptly whenever requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorised representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the Company, any associated Company or any client or agent of the Company.

INFORMATION SECURITY

On commencing employment with the Company, you will be required to sign an Agreement of Non-Disclosure, Confidentiality, Conflict of Interest and Secrecy.

This agreement is the entire and sole agreement between the parties and replaces all other agreements or arrangements, whether they were written or verbal, and by signing this agreement you confirm that you accept the terms of this agreement and have not relied on any agreements which are not contained in this document.

NON- ENTICEMENT

You are not permitted for a period of 12 months after your last day of employment, to employ, or solicit or entice away from the Company or any Associated Company any employee or worker who is engaged by the Company or any Associated Company in a senior managerial, sales or sales support capacity including customer services employees and was a person with whom you dealt in the course of your duties.

PROCESSING OF YOUR INFORMATION

By signing this agreement, you are giving your consent to allow the Company to process your personal information, including sensitive information such as health information and information about criminal convictions, for employee administration and management purposes, which may include the carrying out of appropriate security checks. You also consent to our transferring your information to countries, which do not provide the same level of data protection as India.

During your employment with the Company, various software tools/applications may be installed on company desktop/laptop, or any other IT & telecommunication device (including any pre-approved personal device falling under "bring your own device" category) for the purposes of (amongst others) monitoring your productivity, maintaining confidentiality of the Company and/or its clients' data and/or information and to protect legitimate business interests of the Company. This monitoring may include, but not be limited to, log in & out details on the IT System, tracking of productive hours, tracking of non-active & idle hours including time spent on browsing non-relevant applications and URLs, desktop/laptop screen viewing rights by seniors/line managers strictly to ensure transparent handling of confidential data and/or information and to avoid misuse of any data.

JURISDICTION

This agreement shall be governed by, and construed in accordance with, the laws of the Republic of India.

Yours Sincerely,

For Ventura (India) Private Limited

Jayeeta D'Souza

Authorised Signatory

Ventura (India) Private Limited

Registered Office: Upper Ground Level, Level 1, Level 2 & Level 3, Tower B1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune-411013, Maharashtra, India.

Tel.: +91-20-67660400 Registered in India CIN: U72200PN2004PTC019380

Website: www.capita.com

Data Classification: Confidential



SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

SOLUTIONS PVT. LTD.

Ref:467780

Date: February 18, 2021

Mr Dhawal Prakash Patil

Wing A, Flat no :-32, Shreeram Classics, Near Pandit Bhimsen Joshi Garden, Kothrud , Pune, Maharashtra India - 411038.

Dear Dhawal Prakash Patil,

We are pleased to confirm our offer of employment to you as Associate - Recruitments in Grade G2 starting February 18, 2021. You are requested to report to the said address on February 18, 2021, not later than 10:00:00 AM .

LOCATION

You will be based at Pune. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be Rs.360,000.00 (Rupees Three Lakh Sixty Thousand Only) the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai - 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

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ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 24 days of paid leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.

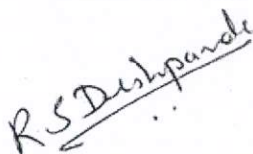
RELOCATION EXPENSES

The termination of your employment with Xoriant Solutions for any reason on your own, or by the company for a cause like misconduct, fraud or moral turpitude, in each case within one year of your employment or transfer will result in forfeiture of your relocation expenses to be paid in full as part of the full and final settlement.

Dhawal Prakash Patil, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Hemalata Ajay Joshi**
MobileNumber:918983366536/email:Hemalata.Joshi@Xoriant.Com.

Sincerely
For Xoriant Solutions Pvt.Ltd



Rakhi Deshpande
Head-Talent Acquisition

Agreed & Accepted on

Dhawal Prakash Patil

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Dhawal Prakash Patil

Annexure A

SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	9,000	108,000
HOUSE RENT ALLOWANCE	4,500	54,000
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	8,521	102,248
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
A	26,238	314,848
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	1,000	12,000
B	2,250	27,000
C = A + B	28,488	341,848
PROVIDENT FUND	1,080	12,960
GRATUITY	433	5,192
D	1,513	18,152
CTC = C + D	30,000	360,000

Sincerely
For Xoriant Solutions Pvt.Ltd

R.S. Deshpande
Rakhi Deshpande
Head-Talent Acquisition

HR Signatory
Actual Date of Joining:

Agreed & Accepted on
Dhawal Prakash Patil

Agreed & Accepted on
Dhawal Prakash Patil



Since 1994

**Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CT5 No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052**



Year	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)
A.Y. 2022-23	Gharge Ashish Dadasaheb	MMS IMERT	2023	Rackspace Technology Pvt Ltd - 15000106857	1600000
A.Y. 2022-23	Gosavi Sandeep Anant	MMS IMERT	2023	Atos Global It Solutions Pvt Ltd - 99229 98297	1491216
A.Y. 2022-23	Mane Anil Dattatraya	MMS IMERT	2023	Indian Air Force - 9817261510	911000
A.Y. 2022-23	Patil Gauri Prashant	MMS IMERT	2023	Intellipatt Pvt Ltd - 070223 74614	865000
A.Y. 2022-23	Nibe Rushikesh Ramesh	MMS IMERT	2023	Property Pistol Pvt Ltd - 99873 87111	840000
A.Y. 2022-23	Moje Omkar Sachin	MMS IMERT	2023	Iresearch Services Pvt Ltd - 020 6725 3800	801600
A.Y. 2022-23	Gopale Sonal Kailas	MMS IMERT	2023	Bajaj Finserve Pvt Ltd - 9289200017	720000
A.Y. 2022-23	Patil Vaibhav Mohan	MMS IMERT	2023	Onama Consultants Pvt Ltd - 020 6761 9800	650000
A.Y. 2022-23	Pingale Swapnali Sujitkumar	MMS IMERT	2023	Tata Consultancy Services Limited (TCS) - 98901 10500	579000
A.Y. 2022-23	Menkudle Shriya Sachin	MMS IMERT	2023	Bada Finance Pvt Ltd - 7304149954	550080
A.Y. 2022-23	Simran shaikh	MMS IMERT	2023	Nextbridge Pvt Ltd- 99873 87111	550000
A.Y. 2022-23	Pogalwar Satish Pralhad	MMS IMERT	2023	Pinclick Pvt Ltd - 08047-193000	516000
A.Y. 2022-23	Yete Yash Sanjay	MMS IMERT	2023	Pinclick Pvt Ltd - 97488 20014	516000
A.Y. 2022-23	Singh Krishna Sheshnath	MMS IMERT	2023	Nobroker Com Pvt Ltd - 084849 34745	511000
A.Y. 2022-23	Kanherkar Sharayu Shitalkumar	MMS IMERT	2023	Sakon Pvt Ltd - 020 3016 4500	500000



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Pune – 411052



A.Y. 2022-23	Saini Sneha Harendra	MMS IMERT	2023	The Tech Destiny Pvt Ltd - 098335 64773	500000
A.Y. 2022-23	Anthony Jasmine Robert	MMS IMERT	2023	Tech Mahindra Public Ltd - 99278 22749	500000
A.Y. 2022-23	Patil Prathamesh Prakash	MMS IMERT	2023	Housiey - Key Manison Pvt Ltd - 8668242914	480000
A.Y. 2022-23	Kumbhar Pooja Mahesh	MMS IMERT	2023	Icici Produential Pvt Ltd - 1860 266 7766	460000
A.Y. 2022-23	Bawaskar Moresh Sanjay	MMS IMERT	2023	Icici Produential Pvt Ltd - 1860 266 7766	460000
A.Y. 2022-23	Kunde Vaibhav Dattatraya	MMS IMERT	2023	Accenture Public Ltd - 12240443934	450000
A.Y. 2022-23	Patil Rohan Ranjeet	MMS IMERT	2023	Icici Produential Pvt Ltd - 1860 266 7766	440000
A.Y. 2022-23	Jagtap Omkar Suryaji	MMS IMERT	2023	Deutsche Bank Group Pvt Ltd - 020 7124 9000	420000
A.Y. 2022-23	Tadavi Danish Yunus	MMS IMERT	2023	Icici Produential Pvt Ltd - 1860 266 7766	420000
A.Y. 2022-23	Shalini Gupta	MMS IMERT	2023	Onama Consultants Pvt Ltd - 020 6761 9800	412200
A.Y. 2022-23	Badgu Dinesh Chandrakant	MMS IMERT	2023	Igt Solutions Pvt Ltd - 18605005555	400000
A.Y. 2022-23	Surwade Pradnya Waman	MMS IMERT	2023	Hdfc Life Pvt Ltd - 8291890569	400000
A.Y. 2022-23	Jadhav Prathamesh Subhash	MMS IMERT	2023	The Tech Destiny Pvt Ltd - 098335 64773	400000
A.Y. 2022-23	More Payal Anil	MMS IMERT	2023	Kv Staffing Pvt Ltd - 95779 94343	400000
A.Y. 2022-23	Dahiphale Mahesh Sushen	MMS IMERT	2023	Genpact Pvt Ltd - 98346 21596	400000
A.Y. 2022-23	Sonar Hitesh Ravindra	MMS IMERT	2023	Microscan Communication Pvt Ltd - 020 6311 1508	400000
A.Y. 2022-23	Naman Mehta	MMS IMERT	2023	Housiey - Key Manison Pvt Ltd - 8668242914	396000
A.Y. 2022-23	Karape Shivani Mahadeo	MMS IMERT	2023	Tagged Pvt Ltd - 9818261507	380000
A.Y. 2022-23	Sonone Ujwala Anil	MMS IMERT	2023	Tagged Pvt Ltd - 91 9818261507	380000
A.Y. 2022-23	Bharwade Amruta Sunil	MMS IMERT	2023	Tagged Pvt Ltd - 91 9818261507	380000



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Pune – 411052



A.Y. 2022-23	Singh Raj Jitendra	MMS IMERT	2023	Krish Info Pvt Ltd - 9325063760	360000
A.Y. 2022-23	Pallavi Choughule	MMS IMERT	2023	catalyst pvt ltd - 0657 796 5112	351600
A.Y. 2022-23	Bhavsar Shruti Ashok	MMS IMERT	2023	Johnsons Control Pvt Ltd - 9993984559	350000
A.Y. 2022-23	Jawade Mayur Tikaram	MMS IMERT	2023	Aditya Birla Capital Pvt Ltd - 1800 270 7000	350000
A.Y. 2022-23	Birajdar Shubhangi Ashok	MMS IMERT	2023	Principal Global Service Pvt Ltd - 800-986-3343	350000
A.Y. 2022-23	Joshi Hrishikesh Prashant	MMS IMERT	2023	Icici Securities Pvt Ltd - 022-40701000	324085
A.Y. 2022-23	Bhagwat Sai Vijay	MMS IMERT	2023	Icici Securities Pvt Ltd - 022 6807 7100	324085
A.Y. 2022-23	Kulkarni Vedang Milind	MMS IMERT	2023	Icici Securities Pvt Ltd - 022 6807 7100	324085
A.Y. 2022-23	Hire Omkar Vilas	MMS IMERT	2023	Icici Securities Ltd - 022 6807 7100	324085
A.Y. 2022-23	Munde Dnyanda Vijay	MMS IMERT	2023	Ctrl Alt Fix It Solutions Pvt Ltd - 098337 44708	320000
A.Y. 2022-23	Pawar Shubham Sudhir	MMS IMERT	2023	Greentech Engineers Pvt Ltd - 020 2633 0352	315000
A.Y. 2022-23	Shinde Prachi Santosh	MMS IMERT	2023	Hustlewin Pvt Ltd - 9503921652	312300
A.Y. 2022-23	Verma Sheetal Kirodimal	MMS IMERT	2023	Kalyani Forge Pvt Ltd - 98346 21596	300000
A.Y. 2022-23	Dharmadhikari Akshay Dnyandeo	MMS IMERT	2023	Kalyani Technoforge Pvt Ltd - 9822422695	300000
A.Y. 2022-23	Shirawale Vikram Genaba	MMS IMERT	2023	Provalue Financial Advisary Llp - 9765984732	300000
A.Y. 2022-23	Bag Radhika	MMS IMERT	2023	Orygin Pvt Ltd - 086688 56248	300000
A.Y. 2022-23	Salunkhe Sakshi Pankaj	MMS IMERT	2023	Kalyani Forge Pvt Ltd - 02137 252335	300000
A.Y. 2022-23	Bhalerao Sajiri Deepak	MMS IMERT	2023	Klaus -Nkb Group Pvt Ltd - 020 6681 5800	300000
A.Y. 2022-23	Bendre Ankita Jalindar	MMS IMERT	2023	Star Health Pvt Ltd - 74107 95722	300000



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Pune – 411052



A.Y. 2022-23	Jaware Akash Ratilal	MMS IMERT	2023	Edsom Fintech Pvt Ltd - 084849 34745	300000
A.Y. 2022-23	Gavli Shivani Sanjay	MMS IMERT	2023	Kalyani Forge Pvt Ltd - 98346 21596	300000
A.Y. 2022-23	Pawar Rohit Purushottam	MMS IMERT	2023	Kalyani Forge Pvt Ltd - 020 3016 4500	300000
A.Y. 2022-23	Patil Gayatri Sanjay	MMS IMERT	2023	Xorient Solutions Pvt Ltd - 98213 17477	300000
A.Y. 2022-23	Patil Asmita Pramod	MMS IMERT	2023	Numetry Technologies Pvt Ltd - 083902 40903	300000
A.Y. 2022-23	Phale Saurabh Kisan	MMS IMERT	2023	Kailash Coating Pvt Ltd - 8149446515	300000
A.Y. 2022-23	Pawar Omkar Santosh	MMS IMERT	2023	Edsom Fintech Pvt Ltd - 084849 34745	300000
A.Y. 2022-23	Mali Rushikesh Dnyaneshwar	MMS IMERT	2023	Kalyani Forge Pvt Ltd - 1800-102-4477.	300000
A.Y. 2022-23	Kalshetti Ganesh Shrishail	MMS IMERT	2023	Skyquest Technologies Pvt Ltd - (+1) 351-333-4748	300000
A.Y. 2022-23	Karle Ashwini Madan	MMS IMERT	2023	Indomax -Nkb Pvt Ltd - 020 6681 5800	300000
A.Y. 2022-23	Rashmi Dumbre	MMS IMERT	2023	Concentrix Services Pvt Ltd- 90227 66584	300000
A.Y. 2022-23	Shubham Ghulekar	MMS IMERT	2023	NKB Group Pvt Ltd - 87999 53616	300000
A.Y. 2022-23	Shewale Manuja Ganesh	MMS IMERT	2023	Layam -Fiat India Automobile Pvt Ltd - 1800 209 5556	290004
A.Y. 2022-23	Yutika Shahikant Gharge	MMS IMERT	2023	Bada Finance Pvt Ltd - 87792 93433	289320
A.Y. 2022-23	Khedekar Yash Vilas	MMS IMERT	2023	Geojit Pvt Ltd - 9307309288	288000
A.Y. 2022-23	Kumbhar Shubham Sanjay	MMS IMERT	2023	Pragati Multiservise Pvt Ltd - 0240 244 2599	288000
A.Y. 2022-23	Jadhav Mahesh Janardhan	MMS IMERT	2023	Krish Info Pvt Ltd - 9325063760	280000
A.Y. 2022-23	Mahangade Ashish Shamrao	MMS IMERT	2023	Probiz Solutions Pvt Ltd - 71544433410	264000
A.Y. 2022-23	Saini Pooja Satyanarayan	MMS IMERT	2023	Gallagar Pvt Ltd - 022 6713 3700	260368



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(IMERT), Pune
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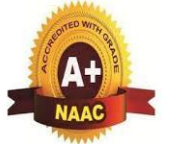


A.Y. 2022-23	Priyanka Sharma	MMS IMERT	2023	Gallagar Pvt Ltd - 022 6713 3700	260368
A.Y. 2022-23	Sharma Mamta Harish	MMS IMERT	2023	Netshape Pvt Ltd - 020 6602 4142	260000
A.Y. 2022-23	Dhole Palash Ganesh	MMS IMERT	2023	Sri Modi Navigated Pvt Ltd - 18605005788	252000
A.Y. 2022-23	Kale Mansi Abasaheb	MMS IMERT	2023	Housiey Pvt Ltd - 8668242914	252000
A.Y. 2022-23	Kalokhe Neeraj Rajaram	MMS IMERT	2023	Krish Info Pvt Ltd - 9325063760	250000
A.Y. 2022-23	Salunkhe Akash Dattatray	MMS IMERT	2023	Persistent System Pvt Ltd - 98233130087	250000
A.Y. 2022-23	Kantrod Ritika Rajesh	MMS IMERT	2023	Infosys Pvt Ltd - 88594 46914	246072
A.Y. 2022-23	Girase Sagar Kishor	MMS IMERT	2023	Tribe Pvt Ltd - 9818104667	242400
A.Y. 2022-23	Jadhav Pratik Dilip	MMS IMERT	2023	Hdfc Sales Pvt Ltd - 87792 93433	240636
A.Y. 2022-23	Bondre Mayuri Pralhad	MMS IMERT	2023	Techno Trade Pvt Ltd - (+91) 8308749359	240000
A.Y. 2022-23	Mohite Vijay Arjun	MMS IMERT	2023	State Street Hcl Pvt Tld - 8149446515	240000
A.Y. 2022-23	Mane Rutuja Tanaji	MMS IMERT	2023	Arraycon Technology Pvt Ltd - 9327035105	240000
A.Y. 2022-23	Gadekar Namita Vijay	MMS IMERT	2023	Knowlothone It Pvt Ltd - 84849 09867	240000
A.Y. 2022-23	Pise Vaishnavi Shamsundar	MMS IMERT	2023	State Street Hcl Pvt Tld - 8149446515	240000
A.Y. 2022-23	Kolekar Mayuri Basavaraj	MMS IMERT	2023	State Street Hcl Pvt Tld - 8149446515	240000
A.Y. 2022-23	Ghodake Mayuri Sunil	MMS IMERT	2023	Kv Staffing Pvt Ltd - 95779 94343	240000
A.Y. 2022-23	Gode Anushka Rajesh	MMS IMERT	2023	State Street Hcl Pvt Tld - 8149446515	240000
A.Y. 2022-23	Nanaware Yash Vijay	MMS IMERT	2023	State Street Hcl Pvt Ltd - 8149446515	240000
A.Y. 2022-23	Thombare Atharava Ulhas	MMS IMERT	2023	State Street Hcl Pvt Ltd - 8149446515	240000
A.Y. 2022-23	Yadav Rohit Ravindra	MMS IMERT	2023	Skill Vertex Pvt Ltd - 096060 12806	240000



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INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CT5 No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



A.Y. 2022-23	Supekar Shrikar Mahesh	MMS IMERT	2023	Greenticker Financial Services Pvt Ltd - 9881608125	216000
A.Y. 2022-23	Gaikwad Abhishek Balaji	MMS IMERT	2023	VBelieve Consulting Service Pvt Ltd - 091724 60345	216000
A.Y. 2022-23	Mahangare Chaitanya Narendra	MMS IMERT	2023	Forest Cfo Pvt Ltd - 99278 22749	216000
A.Y. 2022-23	Pandit Gauri Ramesh	MMS IMERT	2023	Persistent System Pvt Ltd - 98233130087	215040
A.Y. 2022-23	Kadam Asawari Arun	MMS IMERT	2023	Edubridge Pvt Ltd - 9522582038	215004
A.Y. 2022-23	Lingawale Rushikesh Arun	MMS IMERT	2023	Edubridge Pvt Ltd - 020 6311 1508	210000
A.Y. 2022-23	Misal Suraj Ramchandra	MMS IMERT	2023	Dwelling Rbs Pvt Ltd - 7066330156	204000
A.Y. 2022-23	Donekar Sanket Satyanarayan	MMS IMERT	2023	Socioghost Llp Pvt Ltd - 095524 24080	204000
A.Y. 2022-23	Bhalerao Sanyukta Shashikant	MMS IMERT	2023	Teamplus Staffing Solution Pvt Ltd - 080 8760 6363	200000
A.Y. 2022-23	Jadhav Shweta Manohar	MMS IMERT	2023	Kailash Coating Pvt Ltd - 092255 13740	200000
A.Y. 2022-23	Gund Supriya Laxman	MMS IMERT	2023	Ambit Finvest Pvt Ltd - 091159 98000	200000
A.Y. 2022-23	Divekar Venkatesh Ramesh	MMS IMERT	2023	Quess Corp Pvt Ltd - 1800-572-3333	194220
A.Y. 2022-23	Kadam Avishkar Diliprao	MMS IMERT	2023	Hdb Finance Servises Pvt Ltd - 044 4298 4541	186715
A.Y. 2022-23	Waghmare Mayuri Ganesh	MMS IMERT	2023	Wns Pvt Ltd - 7385731643	182000
A.Y. 2022-23	Amog Jagtap	MMS IMERT	2023	Studio Sports - 9881608125	180000
A.Y. 2022-23	Waikar Hrishikesh Mukund	MMS IMERT	2023	Prescient Technologies Pvt Ltd - 096060 12806	180000
A.Y. 2022-23	Rathod Omkar	MMS IMERT	2023	Agrana fruit pvt ltd - 99873 87111	180000
A.Y. 2022-23	Sakshi Dongare	MMS IMERT	2023	Sahayog Multi-state Credit Co-operative Society - 080 6000 0655	154368



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Pune – 411052



A.Y. 2022-23	Khilare Archana Janardhan	MMS IMERT	2023	Bharti Construction Pvt Ltd - 610-458-3140	144000
A.Y. 2022-23	Sutar Aashutosh Aanand	MMS IMERT	2023	Vhil Electric India Llp - 9307309289	144000
A.Y. 2022-23	Minase Chaitali Suraj	MMS IMERT	2023	Shadi Asap Pvt Ltd - 084599 41735	140000
A.Y. 2022-23	Jagtap Sakshi Pravin	MMS IMERT	2023	1 Stop Solution & Services - 9067673800	140000
A.Y. 2022-23	Biliangadi Rushabh Kotarappa	MMS IMERT	2023	Adroit Enterprise Pvt Ltd - 91 982242269	120000
A.Y. 2022-23	Chougule Yash Maruti	MMS IMERT	2023	Kumparam Jugatram Suthar & Associates - 087967 89868	120000
A.Y. 2022-23	Salvi Shravan Sandip	MMS IMERT	2023	Loan Dpr Pvt Ltd - 084599 41735	120000
A.Y. 2022-23	Tavar Rohit Thomas	MMS IMERT	2023	Tata Elaxi Pvt Ltd - 080 2297 9123	120000
A.Y. 2022-23	Kale Aishwarya Charudatta	MMS IMERT	2023	Persistent Systems Limited- 98233130087	120000
A.Y. 2022-23	Bhagwat Avinash Kiran	MMS IMERT	2023	SGA (Shree Gurudev Associate) - 9822810342	0
A.Y. 2022-23	Chhajed Abhinav Navin	MMS IMERT	2023	TEEKAAO TECH - 9850152411	0
A.Y. 2022-23	Mundlik Adesh Machindra	MMS IMERT	2023	Self-Employed (Jewellery Shop -7887494818	0
A.Y. 2022-23	Chaukase Deepika Santosh	MMS IMERT	2023	Entrepreneur (Make-Up Artist) -7066716907	0
A.Y. 2022-23	Jadhav Abhimanyu Dhananjay	MMS IMERT	2023	Puneeri Bappa - 8805833675	0
A.Y. 2022-23	Suryawanshi Mayuri Shivaji	MMS IMERT	2023	Jyotirling Jewellers - 7249670303	0



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Pune – 411052



Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
A.Y. 2022-23	Ippar Amruta Balajirao	MMS IMERT	2023	Swami Ramanand Tirth University, Nanded	PHD
A.Y. 2022-23	Rahul Laxman Dhanwad	MMS IMERT	2023	AISSMS Institute Pune	PHD

Prepared By : Mr. Dyaneshwar Unawane

Reviewed By : Dr. Vinod Mohite

Approved By- Director Incharge : Dr. Shubhangee Ramaswamy

BANC TEC

BANC/HR/LAT-OFR/3449

Date: September 22, 2021

Ms. Anna Ezekiel

B-15, Guru Teg, Bahadur Society, Aund Road Pune:-411020

Subject: Offer of Employment

Dear Anna,

This has reference to your application and the subsequent interviews you have had with us, we are pleased to offer you a position of **Human Resource Analyst** and you will be a part of the **Offshore Human Resource** department. Your date of joining will be **September 23, 2021** and you will be based at our **Pune Office**.

You are expected to report to the Company office at **BancTec TPS India Pvt. Ltd Tower A, ICC Tech Park City, Senapati Bapat Road, Pune-411016**. While your initial place of work will be at our office in **Pune**, you can be transferred to any of our Companies offices in or outside India or to any other department within the organization.

Your compensation and allowances shall be as per the **Annexure I** enclosed. All tax liabilities arising out of your total compensation, present or future, shall be borne by you. Your salary details are strictly private and confidential. The details in the letter are only for your records and should not be disclosed or discussed with anyone.

Your appointment will be on probation for a period of **Six** months from the date of your joining the Company, which may be extended in case it is found necessary. Please note that you will continue to be on probation unless you are specifically advised about your confirmation in writing. In event of your separation from the Company for whatsoever reason, your notice period shall be **45** days.

A detailed Appointment Letter listing down all your employment terms and conditions will be issued to you on the day of joining. Your services shall be governed by terms and conditions as set-forth in your Appointment Letter. Your appointment is subject to satisfactory reference checks and receipt of the Certificates and Documents sought in Annexure II.

Please sign the duplicate copy of this offer as a token of acceptance.

Yours sincerely,

Amey Nalawade
Director Compensation & Benefits India

For: BancTec TPS India PVT LTD

(Signature): _____

BANCTEC

Annexure I

Name	Anna Ezekiel
Designation	Human Resource Analyst
Grade	Level 4
Department	Offshore Human Resource

Salary Annexure

CTC Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic	11948/-	143376/-
House Rent Allowance	5974/-	71688/-
Attendance Bonus	8816/-	105792/-
Gross Salary	26738/-	320856/-
Stat Bonus	995/-	11940/-
Provident Fund (Company's Contribution)	1434/-	17208/-
Total Cost to Company	29167/-	350004/-

BANC TEC

Annexure II

List of Documents

Sr. No.	List of Documents
1	Permanent Account Number (PAN) Card
2	AADHAR Card
3	10th and 12th mark sheets and certificates
4	Diploma certificate and mark sheets
5	Degree certificate and mark sheets
6	Other academic/professional certificates
7	Experience & relieving letters and last three months' salary slips of previous organizations
8	Proof of present and permanent address
9	5 passport size photographs

DECLARATION

I hereby declare that the all information provided by me during the interview process and documents provided by me is correct to the best of my knowledge and belief, and that I have not withheld any information which might reasonably be considered to adversely affect my suitability for employment. In case, any of the information is found to be incorrect, false or misleading, I shall be liable for immediate termination and this would be deemed as part of the contract of employment.

I hereby authorize **BancTec TPS India PVT LTD** or their representatives to verify the information(s) stated in my employment application/resume and to procure an investigative report or consumer report for that purpose.

Signature: _____

Name: **Anna Ezekiel**

Date: **September 22, 2021**

Private & Confidential

HRD / Aptlr / ATS78329
Employee ID: 5087295

29-April, 2022

Morzar, Sub District:Nandgaon,
Morzar,
Nashik - 423106

Dear Mr.Ajinkya Nikam,

Congratulations!

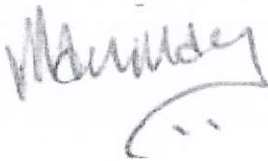
With reference to your application, clearing the selection process and acceptance of our offer letter dated 29-April, 2022, we are pleased to appoint you in the services of ICICI Prudential Life Insurance company ltd (hereinafter referred to as 'the Company').

Your designation is Sales Trainee and you are placed in Level 2. The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India or overseas. Your emoluments for the position will be as per Annexure I and the terms of engagement with the Company are as outlined in Annexure II.

Kindly sign this appointment letter and share a copy to reach us within period of 7 days from the receipt of this letter as a token of your acceptance of the Terms and Conditions as mentioned in Annexure I & II.

We look forward to working with you and wish you a long and successful career with the organization.

Yours sincerely,



Manmay Madiman
Senior Vice President, Human Resources

ANNEXURE I

Components	Rs. per annum
Basic	105000
Supplementary Allowance	75000
Flexible Compensation Plan	136352
Employer's Contribution to PF	21600
Employer's Contribution to Gratuity	5048
Minimum Statutory Bonus	7000
Total Fixed Pay	350000

1. Your initial posting will be at Pune - FC Road
2. Basic: The basic salary will be paid monthly through payroll and is subject to tax as per the prevailing Income tax rules.
3. Flexible Compensation Plan: The employee is eligible to declare the components under Flexible Compensation Plan (FCP). The composition of FCP should be declared by the employee at the beginning of the year. Following are the indicative components as part of FCP.

3.1.1. House Rent Allowance

3.1.2. Conveyance Allowance

3.1.3. Telephone Reimbursement

3.1.4. Leave Travel Allowance

3.1.5. Balance amount (not declared under any of the components) will be paid as Personal Pay every month subject to the deduction of taxes at source as per prevailing Income Tax Rules.

For claiming the expenses against the declared amount, employees will need to submit the bills. The bills should be submitted by the 19th of every month to get the credit in the same month. The unclaimed portion of the declared FCP components will be paid to the employee at the end of the year subject to deduction of tax at source as per prevailing Income Tax Rules.

4. Provident Fund: Your contribution towards provident fund would be 12% of the basic salary. The same will be deducted every month through payroll. A contribution of 12% of basic salary would be made by the Company as well.
5. Gratuity: Staff members completing 5 years of continuous service with the Company would be eligible for Gratuity at the time of retirement/resignation. The same is computed on 15 days'

ICICI Prudential Life Insurance Company Limited

1st Floor, Energy IT Park, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025

Regd. Office: ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025, India. Visit us at:

www.icicprulife.com

CIN: L66010MH2000PLC127837

Private & Confidential

HRD / Aptlr / ATS78329
Employee ID: 5087295

29-April, 2022

Morzar, Sub District:Nandgaon,
Morzar,
Nashik - 423106

Dear Mr.Ajinkya Nikam,

Congratulations!

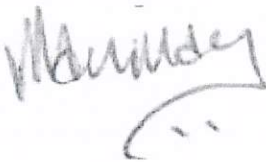
With reference to your application, clearing the selection process and acceptance of our offer letter dated 29-April, 2022, we are pleased to appoint you in the services of ICICI Prudential Life Insurance company Ltd (hereinafter referred to as 'the Company').

Your designation is Sales Trainee and you are placed in Level 2. The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India or overseas. Your emoluments for the position will be as per Annexure I and the terms of engagement with the Company are as outlined in Annexure II.

Kindly sign this appointment letter and share a copy to reach us within period of 7 days from the receipt of this letter as a token of your acceptance of the Terms and Conditions as mentioned in Annexure I & II.

We look forward to working with you and wish you a long and successful career with the organization.

Yours sincerely,



Manmay Madiman
Senior Vice President, Human Resources

ANNEXURE I

Components	Rs. per annum
Basic	105000
Supplementary Allowance	75000
Flexible Compensation Plan	136352
Employer's Contribution to PF	21600
Employer's Contribution to Gratuity	5048
Minimum Statutory Bonus	7000
Total Fixed Pay	350000

1. Your initial posting will be at Pune - FC Road
2. Basic: The basic salary will be paid monthly through payroll and is subject to tax as per the prevailing Income tax rules.
3. Flexible Compensation Plan: The employee is eligible to declare the components under Flexible Compensation Plan (FCP). The composition of FCP should be declared by the employee at the beginning of the year. Following are the indicative components as part of FCP.
 - 3.1.1. House Rent Allowance
 - 3.1.2. Conveyance Allowance
 - 3.1.3. Telephone Reimbursement
 - 3.1.4. Leave Travel Allowance
 - 3.1.5. Balance amount (not declared under any of the components) will be paid as Personal Pay every month subject to the deduction of taxes at source as per prevailing Income Tax Rules.

For claiming the expenses against the declared amount, employees will need to submit the bills. The bills should be submitted by the 19th of every month to get the credit in the same month. The unclaimed portion of the declared FCP components will be paid to the employee at the end of the year subject to deduction of tax at source as per prevailing Income Tax Rules.

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5. Gratuity: Staff members completing 5 years of continuous service with the Company would be eligible for Gratuity at the time of retirement/resignation. The same is computed on 15 days'

ICICI Prudential Life Insurance Company Limited

1st Floor, Cnergy IT Park, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025

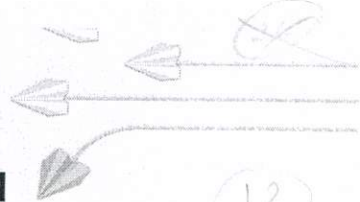
Regd. Office: ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai – 400025, India. Visit us at:

www.iciciprulife.com

CIN: L66010MH2000PLC127837



TNT Business Services Pvt. Ltd



12

Emp Code: TNT03122

8

To,

Mr. Lokesh Mahendrarao Salvikar

Pune

Engagement Letter

Dear Mr. Lokesh Mahendrarao Salvikar ,

We are pleased to offer you employment in our organization **TNT Business Services Pvt. Ltd** situated at Pune as **Sales Trainee** for a fixed period of employment ("Contract"), on the following terms and conditions,

1. The term of your employment shall be valid from **17-Sep-2021 to 16-Dec-2021** notwithstanding this, in the event of project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work
2. You shall report to work on **17-Sep-2021** at 09.30 a.m. at **Hawkins Cookers Limited**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other party. However, in case of gross negligence of duty, forgery, dishonesty, misrepresentation, theft, or any indulgence in forming groups/unions, your contract will be immediately terminated without any notice period/notice pay.
5. You will, with effect from **17-Sep-2021** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
6. You will be governed by the policies of the client's organization with respect to leave and holidays.

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

With warm regards,

For **TNT Business Services Pvt. Ltd**

Authorized Signatory

I hereby accept the above appointment letter.



5th Floor , C/O Quest Cowork , Technopolis Knowledge Park, Hanuman Nagar, Andheri East, Mumbai, Maharashtra 400093



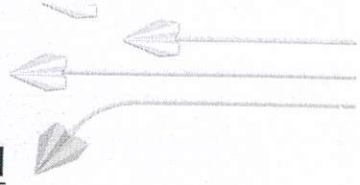
www.tntservices.in
tntservices8@gmail.com



+91 70217 37526



CIN No.:U74910MH2020PTC345981



ANNEXURE

Components	Monthly (INR)	Annual (INR)
Basic Salary	15000	180000
HRA	7000	84000
Special Allowance	3128	37536
Statutory Bonus	1250	15000
Gross Earning (A)	26378	316536
Employee PF @ 12%	1800	21600
Employee ESIC	0.00	0.00
PT	200	2400
Total Deductions (B)	2000	24000
Net in Hand Salary (A-B)	24378	292536
Employer PF @ 13%	1950	23400
Employer ESIC	0.00	0.00
Gratuity	722	8664
Net In Hand Salary Including Monthly Gratuity	25100	301200
Total Benefits (C)	2672	32064
Total Cost to Company (A+C)	29050	348600

- Labour Welfare Fund is subject to respective State Applicability and will be charged as per State Periodicity.
- Salary will be subject to Income Tax deductions as per IT Act

With warm regards,
For TNT Business Services Pvt. Ltd

Authorized Signatory

I hereby accept the above appointment letter.



52

29

Date: 10-08-2021

Dear Ashwini Pramod Dahake,

Subject: Your Appointment in the Bank's Service

Congratulations on your selection in Ujjivan Small Finance Bank!

Further to the selection process undertaken by the Bank for the position of **Financial Inclusion Officer** we are pleased to offer you appointment as **Financial Inclusion Officer** subject to the below mentioned terms and conditions apart from other Service Rules and conditions that are applicable or may become applicable from time to time:

Position Offered	:	Financial Inclusion Officer
Grade	:	UJJB
Compensation - Annual Fixed Pay (A)	:	195120
Compensation - Indicative Target Variable Pay* (B)	:	136584
Compensation - Cost to Company CTC (A+B)	:	331704
Period of Probation (Months)	:	6 months
Place of Initial Posting	:	Pune
Reporting to	:	CRM
Date within which you should join the service of the Bank	:	17-08-2021

*Target Variable Pay - In addition to the Annual Fixed Pay above, you may be eligible to Target Variable Pay (TVP) per the policy and discretion of the Bank. Please note that there is no guaranteed pay-out of variable pay.

The position offered is provisional, subject to:

- You fulfilling the terms and conditions specified in Annexures A, B, C, D (applicable only for female recruits) forming part of this offer letter (the contents in the said Annexures shall be deemed to have been incorporated in this offer letter),
- You fulfilling all eligibility criteria applicable for the position,
- Your declaration that you are medically fit,
- You submitting the particulars specified in Annexure C hereunder,

18002082121

www.ujjivansfb.in

customercare@ujjivan.com



UJJIVAN SMALL FINANCE BANK

Build a Better Life

(If you are currently in the employment of any organization)

- i. You submitting proper relieving letter and no due certificate issued by the current employer, and
- ii. Your Universal Account Number ('UAN') with the Employees' Provident Fund Organization compliant with Aadhaar particulars. If your existing UAN is not Aadhaar compliant and you shall not fall under the term Excluded Employee within the meaning of Employees' Provident Fund Scheme, 1952, you should make the UAN Aadhaar compliant before the date of joining.

On your date of joining, please report to **Vinod Patil, Manager – Talent Acquisition at Regional Office, Ujjivan Small Finance Bank, 7th Floor, Almonte IT Park, Kharadi Bypass, Kharadi, Pune.** Queries, if any, related to this offer letter may be addressed to: **Vinod Patil, Manager – Talent Acquisition at Regional Office, Ujjivan Small Finance Bank, 7th Floor, Almonte IT Park, Kharadi Bypass, Kharadi, Pune.**

If, due to any reasons, you are unable to join the service of the Bank on or before the date mentioned above, the communication in writing stating such reasons should be served on the Bank at least 7 (Seven) working days prior to the scheduled date of joining mentioned above. In the absence of such communication, this offer letter will be treated as revoked on the date mentioned above.

If the terms and conditions contained herein are acceptable to you, please convey your unconditional acceptance by signing the duplicate copy of this offer letter and sending the same to the undersigned so as to reach him/her on or before 17-08-2021. If we do not receive your unconditional acceptance within the above mentioned date, this offer letter will be treated as withdrawn.

Welcome to Ujjivan Small Finance Bank Limited. Looking forward to a successful and significant association with you.

Yours sincerely,

For Ujjivan Small Finance Bank Limited,

Vinod Patil

Manager-Talent Acquisition

Encl: Annexure A (Duties); Annexure B (Entitlements); Annexure C (Joining Documents) and Annexure D (Maternity Clause)

I hereby unconditionally accept the offer and the terms and conditions.

Name:

Signature:

Date:

☎ 18002082121

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✉ customercare@ujjivan.com

OFFER LETTER

To,

September 2, 2021

Ajeet Bhalchandra Patil

Raipur, Dongaon,
Aurangabad Cantonment,
Maharashtra 431002

Sub: Offer letter for the position of Account Manager.

Dear Ajeet,

We are pleased to offer you the position of **Account Manager** CarTrade Tech Limited.

About CarTrade Tech Limited

CarTrade Tech Limited is India's largest and most preferred auto destination. We have been assisting buyers to make an informed buying decision through our website and mobile app. Over the last 14 years, our only aim has been to make car buying simple for our consumers. Today we serve over 20 million unique visitors every month, and at least one third of the country's car buyers go through Carwale.com at some point during their pre purchase research.

Before you sign up with us, we would love to tell you more about the team you are going to be part of and believe, it will help you take the right decision.

Our Culture

Culture and the values that brought us together is core to us and are the fundamental reasons why we have started on this journey. It's our constant effort to work with very talented individuals who live according to the same values as we have and here they are:

1. **Be Respectful:** We have had a very humble start and it is the value of respect and kindness towards each other that matters to us. We don't just show respect, concern and care in our behavior but strive to be more kind in making decisions that affect our lives. There are times when we are right and it's easy to defend a decision, but it's more important to see if we are kind as well, to our organization, to our team and to the individual.
2. **Stay Agile:** We reached where we are through a lot of experimentation and still anticipate an on-going adaption of the business model. We go with the flow, with the growing needs of the company. Only people who are agile and flexible thrive with us and those who aren't find it difficult to grow here.

CarTrade Tech Limited (formerly known as MXC Solutions India Private Limited)

Reg. Off. & Corp. Off: 12th Floor Vishwaroop IT Park, Sector 30A, Vashi, Navi Mumbai 400705.

W: cartradetech.com | T: +91 22 6739 8888 | CIN: U74900MH2000PLC126237

3. Results Matter: We and only we are accountable for the commitments we make and the goals we write against our name. We believe in working with talented people who are self-responsible and self-motivated. In our experience such colleagues are worthy of freedom and give their best with minimum monitoring or instructions. While we all make efforts, we know what matters is the result. So, we behave responsibly and take full responsibility of the results that we produce. When something goes wrong, we look within and see what we need to change in ourselves and not find reasons outside of ourselves. We judge ourselves and others by the outcome they produce.

4. We before I: In our day to day decisions and on matters that are important and impact our customers, shareholders and colleagues, we look at the larger interest before taking care of our own interests. So the Team comes before the Individual; Division comes before Team and Company comes before Division.

Offer herein is indicative of the company's intent and is subject to your confirmation in agreement.

Compensation Structure:

Particulars	Description	Monthly (Rs.)	Annually (Rs.)
Basic Salary	40% of Fixed Salary	9,892	118,704
HRA	50% of Base Pay	4,946	59,352
Conveyance	This is applicable as per IT rule	1,600	19,200
Medical Allowance	This is applicable as per IT rule	1,250	15,000
Statutory Bonus	Applicable as per statutory requirement	583	6,997
Supplementary Allowances	Balancing Figure	6,459	77,506
Gross CTC		24,730	296,759
Provident Fund	Employers contribution	1,800	21,600
Gratuity (Accrual Only)	4.81% of Base Pay	476	5,710
Accident Insurance		25	300
Mediclaime Premium		469	5,631
Total Cost to Company		27,500	330,000

*Premium amounts are subject to exact age of dependents

Your appointment is subject to a probation period of 6 months, subject to your performance and conduct being satisfactory.

You may resign from your job only after giving notice in writing for 15days (during probation period) & 30 days (post probation) or payment of salary in lieu thereof.

Taxes:

Please note that all amounts payable to you as compensation shall be subject to deduction of tax & or other deductions as are required by laws for the time being in force.

CarTrade Tech Limited (formerly known as MXC Solutions India Private Limited)

Reg. Off. & Corp. Off: 12th Floor Vishwaroop IT Park, Sector 30A, Vashi, Navi Mumbai 400705.

W: cartradetech.com | T: +91 22 6739 8888 | CIN: U74900MH2000PLC126237

Leave Guidelines:

We have leave guidelines that encourage associates to avail 25 leaves under various categories other than 10 public holidays. However, employees are free to avail more leaves if they need to in consent with their manager. No salaries are deducted for any amount of leaves unless Manager believes that performance has been adversely affected. To summarize, we have only guidelines for leaves and all that matters is your performance and not how many days you turn up at work.

Others:

At the time of your joining you are requested to submit the following documents to complete formalities:

1. Proof of Age
2. Certified true copies of your Educational / Professional Qualifications/Certificates
3. Experience Certificate(s).
4. Copy of relieving letter or acknowledgement of resignation letter from your last employer.
5. Last Salary Slip / Certificate / Contract.
6. Residence Proof.
7. Latest 3 Photograph (Passport Size)

HR Team will coordinate to complete various formalities on your joining. Upon submission of your Joining Report and Documents mentioned above, you will be issued a formal letter of Appointment explaining the terms & conditions which will be binding on both sides.

We look forward to getting your consent on this offer and invite you for a rewarding career!

Warm regards,

Human Resources
CarTrade Tech Limited
www.carwale.com

"This is an electronically generated document. No signature is required."

CarTrade Tech Limited (formerly known as MXC Solutions India Private Limited)

Reg. Off. & Corp. Off: 12th Floor Vishwaroop IT Park, Sector 30A, Vashi, Navi Mumbai 400705.

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36
11



EFL/HR/M2/2021

Date:23-May-2022

Mr. Rushikesh Anpat

Dear Rushikesh Anpat,

Further to your interviews with our panel, we are pleased to inform that you have been selected and offered for the following position:

Internal Designation & Band: **Senior Officer, M2**

Department: **Credit - Emerging Enterprise Loan**

External Designation: **Credit Officer**

Date of Appointment: **23-May-2022**

Location of Job: **Pune | HO**

You shall be entitled to the compensation as mentioned under **Annexure-I**, attached herewith. Your **appointment** will be subject to Positive feedback on Reference check & Medical report.

Please sign and return the duplicate of this letter as a token of acceptance of the offer, on the terms and conditions mentioned above as well as in Annexure I, to the HR department as soon as possible.

We welcome you to our organization and look forward to a long, happy and mutually beneficial association with you in Electronica Finance Ltd.

Yours Sincerely,
Ashwini Shivram
Head - Human Resource

Electronica Finance Limited

Registered Address: Audumbar,101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017

94



Annexure I

Component	Yearly value	Monthly value
Basic	148632	12386
House Rent Allowance	59453	4954
Statutory Bonus	14220	1185
New Educational Allowance	2400	200
Special Allowance	69403	5783
Gross Salary	294108	24509
Employer PF	21600	1800
Employer ESIC	0	0
Statutory Bonus Interim	9300	775
Fixed CTC	325008	27084
Variable Performance Pay	0	0
Total CTC	325008	27084

*Income tax is applicable on Total Net Salary

*Mobile /Conveyance Expenses will be as per Company Policy

*Mediclaim of worth Rs. 2,00,000/- for (You, your spouse, two children & parents)

(60% Mediclaim premium will be borne by the company & 40% by the Employees/annum)

*Group term life insurance sum assured for Rs. 10,00,000/-

* Accidental Insurance sum assured for Rs. 10,00,000/-.

** Variable pay will be paid as per the company's policy.

*Employees will be eligible for appraisal who have joined before 30-Sep of respective financial year subject to confirmation & performance.

*Your appointment will be subject to positive feedback on reference check and medical report.

Electronica Finance Limited

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Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017



Checklist of documents/information to be furnished on the date of joining

1. Self-Attested photocopies of all degrees/certificates in support of the educational /professional qualifications declared by you starting from Xth (SSC).
2. Birth date Proof – Self Attested photocopy of Birth Certificate or Pan Card or Driving License or Passport or Voter I. Card or School Leaving Certificate.
3. Identity Proof – Self attested photocopy of Driving license or Passport Copy.
4. Photocopy of PAN card.
5. Relieving letter of previous employers.
6. Last Pay slips (If not submitted before).
7. 3 Passport size Photographs in Navy blue background.
8. Medical Fitness Certificate

You are requested to carry the originals of the documents for verification at the time of joining.

**Yours Sincerely,
Ashwini Shivram
Head - Human Resource**

Electronica Finance Limited

Registered Address: Audumbar,101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.eefl.co.in

Corporate Identification Number of Eefl: U65910PN1990PLC057017

EFL/HR/M2/2021

Date: 11-May-2022

Mr. Saurabh Belsare

House no. 110, Sargam Society 2, Karve Nagar Pune
Maharashtra-411052

Dear Saurabh Belsare,

Further to your interviews with our panel, we are pleased to inform that you have been selected and offered for the following position:

Internal Designation & Band: **Senior Officer, M2**

Department: **Sales - Emerging Enterprise Loan**

External Designation: **Senior Officer**

Date of Appointment: **12-May-2022**

Location of Job: **Pune | HO**

You shall be entitled to the compensation as mentioned under **Annexure-I**, attached herewith. Your appointment will be subject to Positive feedback on Reference check & Medical report.

Please sign and return the duplicate of this letter as a token of acceptance of the offer, on the terms and conditions mentioned above as well as in Annexure I, to the HR department as soon as possible.

We welcome you to our organization and look forward to a long, happy and mutually beneficial association with you in Electronica Finance Ltd.

Yours Sincerely,
Ashwini Shivram
Head - Human Resource

Electronica Finance Limited

Registered Address: Audumbar, 101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017

Annexure I

Component	Yearly value	Monthly value
Basic	148632	12386
House Rent Allowance	59453	4954
Statutory Bonus	14220	1185
New Educational Allowance	2400	200
Special Allowance	66403	5533
Gross Salary	291108	24259
Employer PF	21600	1800
Employer ESIC	0	0
Statutory Bonus Interim	9300	775
Fixed CTC	322008	26834
Variable Performance Pay	0	0
Total CTC	322008	26834

*Income tax is applicable on Total Net Salary

*Mobile /Conveyance Expenses will be as per Company Policy

*Mediclaim of worth Rs. 2,00,000/- for (You, your spouse, two children & parents)

60% Mediclaim premium will be borne by the company & 40% by the Employees/annum)

*Group term life insurance sum assured for Rs. 10,00,000/-

* Accidental Insurance sum assured for Rs. 10,00,000/-.

** Variable pay will be paid as per the company's policy.

*Employees will be eligible for appraisal who have joined before 30-Sep of respective financial year subject to confirmation & performance.

*Your appointment will be subject to positive feedback on reference check and medical report.

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Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017

Checklist of documents/information to be furnished on the date of joining

1. Self-Attested photocopies of all degrees/certificates in support of the educational /professional qualifications declared by you starting from Xth (SSC).
2. Birth date Proof – Self Attested photocopy of Birth Certificate or Pan Card or Driving License or Passport or Voter I. Card or School Leaving Certificate.
3. Identity Proof – Self attested photocopy of Driving license or Passport Copy.
4. Photocopy of PAN card.
5. Relieving letter of previous employers.
6. Last Pay slips (If not submitted before).
7. 3 Passport size Photographs in Navy blue background.
8. Medical Fitness Certificate

You are requested to carry the originals of the documents for verification at the time of joining.

**Yours Sincerely,
Ashwini Shivram
Head - Human Resource**

Electronica Finance Limited

Registered Address: Audumbar,101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.eefl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017

26 Aug 2021

Dear Raju Taral,

We are pleased to offer you the position of Sales Trainee at **Level 3** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Component	Amount
Basic	Rs. 144,500
Supplementary Allowance	Rs. 135,500
Flexible compensation plan	Rs. 1,01,857
Employer's contribution to PF	Rs. 26,600
Gratuity	Rs. 4,543
Statutory Bonus	Rs. 7,000
Annual Guaranteed Pay	3,15,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

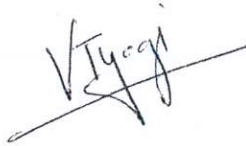
Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Regards,
For **ICICI Prudential Life Insurance Co. Ltd.**



Vineet Tyagi
Vice President - Human Resources

I accept the above terms and conditions.

Name : Raju Taral

Signature & date: _____

341
14
79

26 Aug 2021

Dear Aniket Erande,

We are pleased to offer you the position of Sales Trainee at Level 2 of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Component	Amount
Basic	Rs. 94,500
Supplementary Allowance	Rs. 85,500
Flexible compensation plan	Rs. 1,01,857
Employer's contribution to PF	Rs. 21,600
Gratuity	Rs. 4,543
Statutory Bonus	Rs. 7,000
Annual Guaranteed Pay	3,15,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

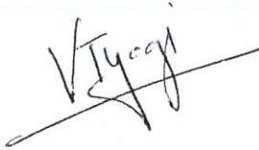
The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

80

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Regards,
For **ICICI Prudential Life Insurance Co. Ltd.**



Vineet Tyagi
Vice President - Human Resources

I accept the above terms and conditions.

Name : Aniket Erande

Signature & date: _____

15
18
44

26 Aug 2021

Dear Mahesh Mali,

We are pleased to offer you the position of Sales Trainee at **Level 2** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Component	Amount
Basic	Rs. 94,500
Supplementary Allowance	Rs. 85,500
Flexible compensation plan	Rs. 1,01,857
Employer's contribution to PF	Rs. 21,600
Gratuity	Rs. 4,543
Statutory Bonus	Rs. 7,000
Annual Guaranteed Pay	3,15,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

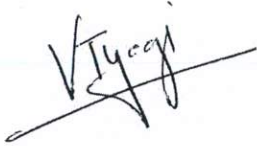
Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.
Tel.: 4039 1600, 6644 1600 • Fax: 2437 6638 • Visit us at: www.iciciprulife.com
CIN : U66010MH2000PLC127837

44

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Regards,
For **ICICI Prudential Life Insurance Co. Ltd.**



Vineet Tyagi
Vice President - Human Resources

I accept the above terms and conditions.

Name : Mahesh Mali

Signature & date: _____

PRIVATE & CONFIDENTIAL

22-July-2018

Mr. Kiran Ramchandra Patole

Pune

Dear Kiran Ramchandra Patole,

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role : Assistant Department MGR
Designation : Junior Executive - Retail Operations
Grade : A5-2

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before 06-August-2018.

Your initial posting will be in Phoenix Market City - Pune. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

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

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

Harinath G S

Regional Manager

ANNEXURE I

COMPENSATION & BENEFITS SHEET		
Name	Kiran Ramchandra Patole	
Grade	A5-2	
Date of Joining	06-August-2018	
Designation	Junior Executive - Retail Operations	
Department	Store Operations	
Components	CTC (p.m)	CTC (p.a)
BASIC PAY	9,486	113,832
HOUSE RENT ALLOWANCE	4,743	56,916
TRANSPORT ALLOWANCE	1,600	19,200
SPECIAL PAY	4,596	55,156
WASHING ALLOWANCE	1,000	12,000
Gross Pay	21,425	257,104
EMPLOYER PF CONTRIBUTION	1,690	20,279
GRATUITY-EMPLOYER CONTRI	456	5,475
MEDICLAIM PREMIUM	144	1,722
Fixed Pay	23,715	284,580
PERFORMANCE LINKED PAY #	1,785	21,420
Gross Potential Earning	25,500	306,000

Plus: Health Insurance coverage for Self & Family & Accident Insurance coverage for self as per policy
Official calls reimbursed on mobile phone as per policy

Note:

- #For employees entitled to Statutory Bonus under Payment of Bonus Act, 1965, Performance Linked Pay will be deemed as and accounted against such Statutory Bonus.
- #Performance Linked Pay shall be payable as per policy.
- Special Pay component may be allocated to reimbursement options detailed below
- Education Allowance Rs.100/- per child per month upto maximum of two children
- Running & Maintenance is applicable only for the employees who will submits RC Book copy (should be in Employee's Name) & submit the petrol bills to get reimbursed. Submit RC Book along with the declaration.

Reimbursement Options

Annual Limit

Education Allowance	2,400
Hostel Allowance	7,200
Food Coupons	30,000



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

143

50

17

Date: **13/Jun/2022**

Name: **Pallavi Deepak Gawai**
Address: **Tar Colony, Near Ambedkar Bhavan, Sundar Khed, Buldana, Maharashtra - 443001**
Employee ID: **100570619**

Subject: FIXED TERM CONTRACT

Dear Pallavi Deepak Gawai,

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Consultant - Hr Operations** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **13/Jun/2022**

End date of Assignment: **12/Jun/2023**

Gross Salary per month: **25210**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For **ManpowerGroup Services India Private Limited**

Dipankar Das
Head Staffing Operations

Signature

Accepted By
Pallavi Deepak
Gawai

81

FIXED TERM CONTRACT OF SERVICE

Temporary Staff

1. This made between **ManpowerGroup Services India Pvt. Ltd., ("ManpowerGroup")** and **Pallavi Deepak Gawai** ("Temporary Staff") engagement:
2. **Engagement**
The Temporary Staff is engaged by ManpowerGroup to perform specific fixed term work assignments ("Assignment") for ManpowerGroup customers ("Customer") under the terms and conditions of this Agreement and the Schedule A attached hereto for each new Assignment.
3. **The Contract**
 - (a) This agreement including Schedule A constitutes a fixed term contract of service between ManpowerGroup and the Temporary Staff and they govern each Assignment undertaken by the Temporary Staff. Upon acceptance of each Assignment by the Temporary Staff, ManpowerGroup and the Temporary Staff shall complete and sign Schedule A.
 - (b) The Temporary Staff is expected to complete the Assignment once accepted.
 - (c) No variation or alteration of these Terms shall be valid unless approved by ManpowerGroup in writing.
 - (d) Fixed Term Contract of Service means and includes only Temporary Service.
4. The Temporary Staff acknowledges that it is the nature of contract work that there may be periods when no suitable work is available and agrees that:
 - (a) Suitability shall be determined solely by ManpowerGroup.
 - (b) ManpowerGroup shall incur no liability towards the Temporary Staff should it fail to offer any Assignment at any point in time and failure to provide the Assignment will lead to automatic termination of the Temporary Staff.
5. (a) ManpowerGroup shall pay the Temporary Staff remuneration calculated at an agreed rate for each period worked during an Assignment, to be paid or monthly in arrears subject to deductions for the purpose of Provident Fund and any other Statutory deductions which ManpowerGroup may be bound by any laws or regulations to make. In addition, ManpowerGroup shall be entitled at any time to make deductions from the Temporary Staff's remuneration in respect of sums due from the Temporary Staff to ManpowerGroup in relation to any overpayment of any kind or any other debt.
 - (b) For all allowances paid requiring receipts for evidentiary purposes, the candidate is required to issue true and original documents to this office with the timesheet at the end of each month. Failure to do so will result in adjustments in your tax.
6. It is clarified that the Temporary Employee would not be entitled for any Wages or Leave during the period he/she has not taken any Assignment.
7. The Temporary Staff is not obliged to accept any Assignment offered by ManpowerGroup, but if he does so, during every Assignment and afterwards, as appropriate and as directed, he will:
 - (a) Co-operate with Customer's staff and accept the direct supervision and instruction of any responsible person in the Customer's organization as to the services to be performed during an Assignment.
 - (b) Observe any rules and regulations of the Customer's establishment to which attention has been drawn or which the Temporary Staff might reasonably be expected to ascertain.
 - (c) Unless arrangements are made to the contrary, conform to the normal hours of work currently in force at Customer's establishment or such other hours as the Customer may require.

- (d) Not engage in any conduct detrimental to the interests of Customer or ManpowerGroup. Take all reasonable steps to safeguard his own safety and safety of any other person who may be present or affected by his actions on the Assignment and comply with the health and safety policies of Customer.
- (e) Not to claim any compensation or to receive any payments of any nature whatsoever from the customer due to the Assignment, unless expressly consented to by ManpowerGroup.
- (f) In the event of the place of Assignment or the client getting changed, or for any reason whatsoever ManpowerGroup reserves the right to relocate the Temporary Staff at any other suitable location for undertaking the assignment and in such case, no additional remuneration or extra payment other than the remuneration payable as per the Contract of Temporary Service shall become payable subject to the condition that the Temporary Staff joins at the new location / Assignment and completes the assignment.
8. At the end of each work record period, (or at the end of an Assignment where an Assignment is for a period of less than the work record period or is completed before the work record period) the Temporary Staff shall deliver to ManpowerGroup his time sheet, duly completed to indicate the number of hours worked during the preceding period and signed by an authorized representative of Customer. ManpowerGroup shall not be obliged to make any payment to the Temporary Staff unless a properly authenticated time sheet has been submitted.
9. Due to the nature of the temporary work, ManpowerGroup may without notice and without liability or for any reason whatsoever terminate the assignment/ fixed term contract at any time and Temporary Staff shall have no claims whatsoever against ManpowerGroup or the customer, apart from receiving the remuneration for services rendered till the date of termination either in writing or verbal communication and he/ she shall not be entitled to or make any claim for any other compensation against ManpowerGroup or Customer
- (a) If for any reason, the client to whom the Temporary Staff is deputed stops paying for any reason irrespective of the period of assignment as a special case the temporary staff will be given one days notice with relevant pay till the date on which Temporary Staff attended duty at Clients place.
- (b) At any rate the liability of ManpowerGroup in the event of further threat or claim and / or / by Court action by dissatisfied Temporary staff making any claim otherwise shall on no account exceed one months / net remuneration last paid to Temporary Staff which will be solely payable at the discretion of ManpowerGroup.
10. If the Temporary Staff is unable for any reason to work on an Assignment, he should inform ManpowerGroup as soon as possible, but no later than 9.30am on the first day of absence, to enable alternative arrangements to be made.
11. The Temporary Staff shall keep confidential and will not at any time divulge to any person, nor use for his own or a third party's benefit, any information of whatever nature including but not limited to employment, business affairs, transactions or finances in relation to ManpowerGroup or the Customer.
12. **On termination of an Assignment:**
- (a) The Temporary Staff shall immediately deliver to ManpowerGroup all correspondence, documents, specifications, papers and property belonging to ManpowerGroup or Customer, which may be in his possession or under his control.
- (b) Temporary Staff agrees to provide ManpowerGroup with notice for termination or pay salary in lieu of notice should the Temporary Staff decide to end an Assignment earlier than the agreed duration.

The notice period for termination shall be in accordance with the following schedule:

Duration of Assignment	Notice Period
2 weeks or less	3 days
> 2 weeks to 1 month	1 week
1 month to 6 months	2 weeks
> 6 months	1 month

13. For any service of notice or communication of whatsoever kind, you will be informed by courier or ordinary post at the address given by you at the time of your employment. In case of any change in your address, surname after marriage in case of female or any other change, you will inform the management in writing to this effect within one week of such change and get new address recorded in your personal record.
14. The offer for Employment by ManpowerGroup is founded on the Declaration provided by Temporary Staff in respect of the following:
 - (a) Information / detail/s provided by Temporary Staff to ManpowerGroup and in his/her resume which is taken as correct especially the information pertaining to age, educational qualifications, experience marital status and previous employment.
 - (b) If relieving letter of previous employer is not provided / submitted , the offer and acceptance is subject to production of relieving letter within the time granted by ManpowerGroup.
15. In the event of any discovery / information made known to or available with ManpowerGroup with reference to any fraud , mis-statement ,incorrect particulars or misinformation or suppression of any detail / material fact on any account leading to the mistaken offer of fixed term contract of service having been made / acted upon by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses ,expenses, damages caused to ManpowerGroup apart from Temporary compensating the actual loss suffered by them on account of such act/s.
16. In the event of Temporary Staff not producing the relieving letter from his / her previous employer[if applicable] within the stipulated time or due to any indulgence granted by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary Staff compensating the actual loss suffered by them on account of such act/s.
17. This Agreement shall be governed by and construed in accordance with the laws of India and the relevant State Govt and all disputes shall be subject to New Delhi Courts Jurisdiction.

I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

For **ManpowerGroup Services India Private Limited**



Signature



Accepted By

Pallavi Deepak Gawai

Dipankar Das
Head Staffing Operations



SOLUTIONS PVT.LTD.

Ref:609107

Date: October 14, 2021

Ms Aishwarya Diliprao Sontakke

Ram Nivas, opposite excise office, Vasant nagar, ,
Nanded, Maharashtra
India - 431601.

Dear Aishwarya Diliprao Sontakke,

We are pleased to confirm our offer of employment to you as **Associate - Recruitments** in Grade **G1** starting **October 18, 2021**. You are requested to report to the said address on **October 18, 2021**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Pune**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.300,000.00 (Rupees Three Lakh Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

- **Employee + Spouse + 2 Children:** All employees are entitled to a coverage of Group Mediclaim Insurance policy of an amount with maximum limit of Rs.3,00,000/- (Rupees Three Lakhs Only) from the day one with features like family floaters, maternity benefits etc. Employee can cover himself/herself and immediate family members i.e., legally wedded spouse and 2 dependent children (max. age up to 25 Yrs.) only.
- **Group Term Life Insurance:** All employees are entitled to a self-coverage of Group Term Life Insurance of an amount with maximum limit of Rs.20,00,000/- (Rupees Twenty Lakhs Only) from the day one.
- **Group Personal Accident Insurance:** All employees are entitled to a self-coverage of Group Personal Accident Insurance of an amount with maximum limit of Rs.25,00,000/- (Rupees Twenty-Five Lakhs Only) from the day one.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076

Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xorient.com



- **Parental Mediciam Insurance:** In case, an employee wants to cover his/her dependent Parents or Parent-in-laws, he/she can enroll them under separate Voluntary Parents Mediciam Policy.
- **Covid Insurance:** All employees are entitled to a self-coverage of Covid Insurance of an amount with maximum limit of Rs.50,000/- (Rupees Fifty Thousand Only) in case of hospitalization or home quarantine.

For more details on the above, employee can refer to the detailed Mediciam policy available on company intranet or contact your location Facility Management Team.

CODE OF CONDUCT

We at Xorient are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xorient. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076

Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xorient.com

**ANNUAL LEAVE/PUBLIC HOLIDAYS**

You will be entitled to 18 days of Privilege leaves and 8 days of Casual leaves per calendar year of service, on pro-rata basis. Privilege leaves will get credited in the first week of every month for the previous month at the rate of 1.5 days per month on pro-rata basis. Casual leaves shall be credited in the first week of every quarter, at the rate of 2 days per quarter on pro-rata basis. You are also entitled for 11 public holidays.

Also, in case of separation, balance Privilege leaves will be paid (encashed) in Full & Final Settlement on the basis of basic pay.

NO DUAL EMPLOYMENT

You shall devote your full time and attention to the performance of your duties incidental to your position with the Company. During your employment with the Company, you are refrained from taking up any other employment, consultancy, or any other job (with or without remuneration), without the prior written consent of the Company. In the event you breach the terms mentioned herein, the Company at its sole discretion may terminate your employment without any notice, with immediate effect.

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.

RELOCATION EXPENSES

The termination of your employment with Xoriant Solutions for any reason on your own, or by the company for a cause like misconduct, fraud or moral turpitude, in each case within one year of your employment or transfer will result in forfeiture of your relocation expenses to be paid in full as part of the full and final settlement.

Aishwarya Diliprao Sontakke, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Disha Deepak Vyas**
MobileNumber: **9561773635**/email: **Disha.Vyas@Xoriant.Com**.

Sincerely

For Xoriant Solutions Pvt.Ltd



Vaishali Walimbe

Director, Talent Acquisition

Agreed & Accepted on

Aishwarya Diliprao Sontakke

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Aishwarya Diliprao Sontakke

DLF BRANDS PRIVATE LIMITED

(Formerly known as DLF Brands Limited)

CIN- U45201DL2006PTC147368

Corporate & Registered Office: 204, Ground/F/F Okhla Industrial Estate PH-III New Delhi 110020

01-Oct-2021

Chetan Bhagwan Jadhav
Dhobi Galli Nijampur,
Dhule, Maharashtra - 424305

Subject - Letter of Offer for Appointment

Dear Mr. Jadhav.

With reference to the discussions / interview you had with us, we are pleased to offer you appointment in our organisation for the following position:

Sales Associate (PURE HOME + LIVING)

You will be initially based at ICC Mall - Pune , and will be entitled to emoluments as per the enclosed annexure (Annexure-1).

You are requested to report for joining on or before 12-Oct-2021 along with the following documents:

1. Recent photograph of passport size- 3 No's, PAN Card & Aadhar Card.
2. Certificate in support of your date of birth and educational/professional qualifications.
3. Certificates in support of your past experience including relieving order from your present employer and documentary support for your present salary.
4. One Cancelled cheque or passbook copy of active bank account.

In case of failure to join on or before the stipulated date, this offer letter will automatically stand withdrawn & cancelled without any reference to you.

We look forward to your joining us.

For DLF BRANDS PRIVATE LIMITED

Authorised Signatory



DLF BRANDS PRIVATE LIMITED

(Formerly known as DLF Brands Limited)

CIN- U45201DL2006PTC147368

Corporate & Registered Office: 204, Ground/F/F Okhla Industrial Estate PH-III New Delhi 110020

ANNEXURE - 1		
COMPENSATION & BENEFITS SHEET		
Name	Chetan Bhagwan Jadhav	
Designation	Sales Associate	
Level	S2	
Date Of Joining	12-October-2021	
Particulars	Rs Per Annum	Rs Per Month
Basic	1,80,012	15,001
HRA	90,012	7,501
Adhoc Allowance	36,576	3,048
Statutory Bonus	15,000	1,250
Gross Salary	3,21,600	26,800
Employer Deduction		
PF @ 12% of Basic	21,600	1,800
ESI @ 3.25% of Gross Salary	-	-
Gratuity @ 4.81% Of Basic Salary	8,664	722
Total Retrials	30,264	2,522
Total CTC	3,51,864	29,322
Employee Deduction		
PF @ 12% of Basic		1,800
ESI @ 0.75% of Gross Salary		-
Total deduction		1,800
Take Home Pre Tax		25,000
In Addition:		
1) Personal Accident Insurance: As per grade entitlement		
2) Medical Insurance: As per grade entitlement (Chargeable & optional)		
3) *Professional Tax : PT Deduction to be recovered as Applicable		
4) Probation Period: Six Months		



Rahul Kumar Dubey
COMPENSATION & BENEFITS



Letter of Offer

20th October 2021

Akshata Dilipkumar Nale
Pune

RE: Letter of offer of employment

Dear Ms.Akshata,

This refers to your application for employment with HirePRO Consulting Pvt. Ltd. and your subsequent interview for the same. We are pleased to offer you an employment with HirePRO Consulting Pvt. Ltd. as an **Associate Consultant** at **L1** at our **Bangalore** office.

Joining Date and Salary

You are required to report to duty on **22nd October 2021**. Your yearly TCTC on joining HirePRO consulting Pvt. Ltd. Is **3,00,000/-**. The break-up of your salary is given in Annexure 1.

Training & Probation Period, Confirmation

You shall serve a probationary period of 3 months from the date of joining. Upon your satisfactory completion of the probation, you shall be confirmed in the permanent establishment of the company. The company reserves the right to either extend the probationary period or terminate your employment, in the event that your performance is not up to the expectation.

Place of work and mobility

You shall be currently based in **Pune** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the Company's standard form of employee nondisclosure and intellectual property assignment agreement at the time of your joining.

The company retains ownership of the intellectual property rights relating to copyrights concerning work undertaken while in the employment of the company.

20

Termination & Notice period

Termination by the company

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the Employee; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of 7 days or more consecutive days without due consent or notifying your superior officer; (7) providing any false information to the company;

Without Cause: In the event that the employment is terminated without Cause, the Employee will be provided with a 60 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 60 days, calculated on the basis of the last gross salary.

Resignation by Employee:

If you wish to leave the services of the Company, a clear written notice of 60 days has to be given to the Company. This clause will be applicable only after successful completion of probation. During probation period prior notice of 15 days is required.

In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire part of the notice period.

Background Check

The company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished false information or have concealed/suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

Company Properties in your possession

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

Change of Address

Any change of residential address should be intimated to the HR department in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

Annual Leave

After successful completion of your probation period, you shall be entitled to Annual leave accordingly to Company rules. The company's holiday year runs from the first day of January to the last day of December in the subsequent year. Further details could be taken after your joining the organization.

Employees with less than 1 year's service receive a proportional amount of annual leave entitlement.

Professional Commitment:

All employees are required to comply with Company policies, which shall be communicated to you shortly. These include those related to nondiscrimination, sexual harassment, confidentiality and non-disclosure, board memberships and inside information. Such Company policies shall be available with the HR Department and you are expected to keep yourself apprised of the same from time to time.

Rules & Regulations

Your work in the company will be subject to the policies, rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, employment and all other matters. In addition to the above, all other policies, rules and regulations as maybe in operation at the time of your accepting the appointment with the company as maybe amended or altered from time to time at the discretion of the Company will apply to you.

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.

Post Employment:

You will not, for the period of your employment with the company and the Restraint period (i.e., the period of 12 months from the date of the cessation of employment with the company):

- 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;
- b) Solicit, interfere with, or endeavor to entice away any employee of the company; or
- c) Counsel, or otherwise assist any person to do any of the acts referred to in Paragraphs (a) and (b) of this clause.
- 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. You will sign a declaration, with mention of all such clients, at the time of leaving the organization

Representations & Warranties:

By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other entity in order to accept this offer of employment.

You acknowledge that the restraints contained herein are reasonable in all the circumstances of your employment, and you agree that they are necessary for the protection and maintenance of the Company and its business. You also acknowledge that the Company shall be entitled to seek an order for specific performance or injunctive or other equitable reliefs in case of your failure to observe or a breach by you of any of the restraints herein.

You represent that you have provided the Company with full and accurate documentation of your last drawn compensation. This offer is contingent upon the satisfactory completion of background investigations including employment history and personal references.



Acceptance

Please sign the copy of this letter indicating your acceptance to the offer of employment and send it to us at the earliest possible. If we do not hear from you within 1 day from the date of this letter, we shall assume that you do not wish to take up the company's offer of employment and our offer will lapse.

We look forward to your joining HirePRO Consulting Pvt. Ltd. for a long and successful association.

Regards,

Kavitha S.
Vice President- HR

I hereby agree to and accept the terms of employment offer and shall report for duty on the _____

Signature

Akshata Dilipkumar Nale

Date:

Annexure 1

Name: Akshata Dilipkumar Nale

CTC	Monthly	Yearly
	21,500	2,58,000
Salary Components	Monthly	Yearly
Basic (A)	15,100	1,81,200
HRA	4,035	48,426
Gross Salary (B)	19,135	2,29,626
Statutory Bonus (C)	1,017	12,200
ESI - Employer	622	7,463
Gratuity	726	8,712
Total Retirement Benefits & Employee Benefits (F)	1,348	16,174
Cost To Company (CTC) (B+C+F)	21,500	2,58,000
Cafeteria	1,500	18,000
Employee Welfare (including Personal Accident Insurance & Group Medical Insurance)	2,000	24,000
Total Benefits (H)	3,500	42,000
Total Cost To Company (TCTC) (B+C+F+H)	25,000	3,00,000
ESI - Employee	144	1,722
PT	200	2,400
Total Deferred Benefits / Deductions (G)*	344	4,122
Net Salary (B- G)	18,792	2,25,503
Income Tax Applicable As per Government Regulations		

- *Your Gross Salary will be reduced by this amount
- Onsite employees will be eligible for monthly onsite allowance as applicable.
- Employee welfare is the amount which company spends on employee recreation and welfare.
- Please note you will be eligible for your first salary appraisal on completion of 12 months with the company. Your revised salary will be effective from the following month of the year completion.
- Employee will be eligible for Term Life insurance Self (Rs 7.5 Lacs) and Personal Medical Insurance Self (Rs. 2 Lacs) cover. Employee name will be added in the insurance policy after 45 days from the date of joining.
- Cafeteria Subsidy is the amount that the company spends on employee's food (Lunch and Snacks)
- CTC- Annual Cost to Company

Deductions

There will be deductions in the salary as per the Government regulations.

Mr. Kunal Ganesh Borkar

Nr . Hanuman Mandir , Pramod Nagar ,
Kaulkhed , Akola , Maharashtra :- 444001

Date :- 01/11/2022

(21)

Mob :- 7776871784

Mail Id- kunalborkar779@gmail.com

SUB: Provisional Letter of Offer

Dear Kunal ,

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 **Credit Executive** on below mentioned the terms & Conditions Agreed.

You will be joining us on & before of **01/11/2022**.

You will be posted at **Electronica Finance Ltd – Pune**.

Offer letter is valid subjects to submission of your resignation Letter copy, duly acknowledged from the Present client within Seven days from the date of acceptance of this offer 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.

This offer letter is valid subject to medical fitness.

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- 400001

Ph No.: +91- 079 - 61 555 900 | E: info@evokehr.com

ANNEXURE A		
		Date :- 01/11/2022
Name	Kunal Borkar	
Designation	Credit Executive	
Function/BU	Credit	
Band		
Location	PUNE	
Particulars	Compensation (Monthly)	Compensation (Yearly)
Basic	12386	148632
HRA	4954	59453
Statutory Bonus	1185	14220
Educational Allowance	200	2400
Medical Allowance	0	0
Car Allowance	0	0
Special Allowance	7256	87067
Gross Monthly Salary	25981	311772
PF	2381	28572
Statutory Bonus Interim		0
ESI	0	0
Monthly CTC (Fixed)	28362	340344
Deductions		0
PF	2381	28572
PT	200	2400
ESI	0	0
Net Sal	23400	280800

Note: In the event of any change in legislation by the Appropriate Government or jurisdictional local authority, impacting salary or any of its components, which form part of your CTC, whether prospectively or retrospectively, the Company reserves the right to retain the agreed CTC and modify the salary components accordingly (as per this annexure), such that the total CTC remains unchanged, as agreed in your employment contract and the requirements of the said law are met. This may result in reduction in monthly net salary.

For,

Evoke HR Solutions Pvt Ltd

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

09-December-2021

Nutan Devidas Chopade

nutanchopade2019@mmimert.edu.in

At Post Turkhed

Th. Anjangaon Surji, Dist Amravati

Maharashtra, 444705

Dear Nutan,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Investment Risk & Analytics Services** Department within the **Business 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 Nutan Devidas Chopade of At Post Turkhed, Th. Anjangaon Surji, Dist Amravati, Maharashtra, 444705.

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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Maharashtra, India.
Main - +91(20) 48538200



- (g) your agreement to and achieving and maintaining a suitable standard for compliance purposes (see below), including agreeing to comply with all applicable policies, procedures and guidance, and completion of mandatory training in appropriate timescales. Your role is subject to the achievement and maintenance of an appropriate level of competence, as required by your current role at any point in time;
- (h) you being free to take up and carry out the role offered to you and you not being in breach of or breaching any express or implied terms of any contract, court order or of any other obligation legally binding upon you by virtue of accepting this Employment Agreement;
- (i) you having declared any action taken against you by a regulatory or professional body;
- (j) you having lawful authority to work in India and producing satisfactory evidence to this effect. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commence);
- (k) you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; and
- (l) you providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers.

During your employment, Northern may conduct periodic background checks (including criminal records checks). It is a condition of your employment that you consent to provide the personal information required to conduct such checks when requested to do so. By accepting this Employment Agreement, you understand and agree that failure or refusal to consent and/or provide the required personal information will constitute a serious breach of this Employment Agreement which will be cause for initiating disciplinary action, including but not limited to termination of employment.

All of the above must be to the satisfaction of Northern. This appointment is on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience and criminal records. In the event it is discovered, at any stage, that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld / suppressed by you, it shall constitute breach of discipline and your services will be liable to be terminated. In addition, if the conditions stated above are not fulfilled to the satisfaction of Northern, then your appointment will be deemed void and your services with Northern terminated.



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus IC,
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Survey No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



This appointment is on the confirmation from you that you can perform the duties of the position for which you are being hired without violating any obligations that you might have to any other person or company.

2. Commencement Date

You, Nutan Devidas Chopade, are employed by Northern as Analyst I in our Investment Risk & Analytics Services Department with effect from **03-January-2022**. You are requested to bring with you, when you first report for work, either a valid passport and employment visa (where relevant) or other valid evidence of the right to work in India. If this is problematic, please contact the Human Resources Department to discuss.

On your first day of employment with Northern you should report to Reception at **8.30 a.m.** at:

Pune

Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune,
Maharashtra, India - 411 014.

Landmarks which will help guide you to this location are:

- Next to Gera Emerald City (South)
- Behind EON Free Zone 1

3. Probation

The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern will be considered to have been successfully completed after six months or you will be advised in writing, if Northern decides to extend your probationary period. During your probationary period, either the company or you may terminate this agreement by giving in writing to the other party, seven days' notice, and the same notice requirement would apply to you should you resign during the probationary period. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of **60** days prior to termination of your employment. In either case, Northern reserves the right to pay you in lieu of notice.



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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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4. Job Title

You are employed as **Analyst I** in our **Investment Risk & Analytics Services** Department. You have been informed about your reporting line Manager by the hiring panel. Northern reserves the right to amend your reporting line to any person so appointed to act with such authority.

You shall faithfully and diligently perform the duties and exercise the powers which from time to time may be assigned to you by Northern together with such person or persons as Northern may appoint to act jointly with you. You shall serve Northern in this capacity to the best of your ability or in such other capacity as Northern may from time to time determine.

You and Northern agree that the nature of Northern's business demands flexibility and that reallocation of duties, power and other responsibilities from time to time is a natural part of – and a precondition for – the employment relationship between you and Northern. This may involve a change in your job title and reporting relationship.

You shall perform such duties, discharge such responsibilities and exercise such powers, authorities and discretions in relation to Northern as from time to time may be delegated to you on such terms and conditions and subject to such restrictions as may from time to time apply. Northern may at any time require you to cease performing or exercising any particular power, authority or discretion delegated to you.

You shall at all times keep Northern promptly and fully informed (in writing if requested) of the business of Northern and of any information which may adversely affect Northern or its business.

5. Duties and Responsibilities

Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. You may be required to undertake other duties from time to time as Northern may reasonably require.

You shall devote the whole of your time unless prevented by ill-health or accident or otherwise directed by Northern (including during any period of suspension or exclusion as detailed under sections 17 and 19) to your duties under this Employment Agreement. You must serve Northern honestly and faithfully. You may not, without the prior written consent of your manager, be employed or otherwise engaged in any other business, trade or profession either directly or indirectly in any capacity whatsoever. You must also not engage in other business activity, whether paid or unpaid which may conflict with your duties as an employee of Northern.



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Annexure 1

Salary Annexure

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	₹ 306,987
Monthly Gross	₹ 23,333

Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).

Northern Operating Services Private Limited

Note: This is a System Generated Document and does not require physical signature.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.



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NON-SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge: (a) that in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business; (b) that I will occupy a position of trust and confidence with respect to such Confidential Information; (c) that the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and (d) that such Confidential Information that I may acquire or to which I may have access is of great value to the Company.
2. I will not, during my employment or thereafter, remove or transfer physically, electronically or in any other way any Confidential Information (or any copy thereof) from premises or property owned, used or leased by the Company, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designee at the Company, and I shall retain no copies thereof.
3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.
2. I agree that, during my employment with the Company and for a period of six (6) months after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company: (a) provide, or directly assist in the provision of, any



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Competitive Services or Products to any Client or Prospective Client (as defined below); (b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or (c) solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, nor provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in any country where the Company has carried out business in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located during the six (6) month period after I cease to be employed by the Company.
4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.
5. If my employment with the Company lasts for less than six (6) months, the time period of the competitive restrictions provided for in this section shall be reduced to be equal to the number of months that I was employed by the Company.
6. Nothing in this Agreement is intended to prevent me from seeking or accepting employment with any other financial services institution, bank, trust company, brokerage firm, or other competing entity after the termination of my employment with the Company, so long as such employment does not violate the restrictions of this Section B.

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company. I hereby unconditionally and irrevocably transfer and assign to the Company all right,



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title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently have (or in the future may have) by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "works made for hire" as defined in the U.S. Copyright Act, 17 U.S.C.A. §101 et seq. (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. To the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

1. "Company" means The Northern Trust Company, its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with The Northern Trust Company.
2. "Competitive Service or Product" means any service or product that satisfies both of the following criteria: (a) is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and (b) is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.
3. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during the last twenty-four (24) months of my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with



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which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during the last twelve (12) months of my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during the last twelve (12) months of my employment.

4. "Solicit" and "Solicitation" (with respect to Clients or Prospective Clients) mean directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client to: (a) surrender, redeem or terminate a product, service or relationship with the Company; (b) obtain any Competitive Service or Product from me or any third party; or (c) transfer a product, service or relationship from the Company to me or any third party.
5. "Confidential Information" means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to: (a) client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and social security numbers or other government-issued identification numbers), information regarding clients' accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential; (b) financial information, such as financial plans, reports, and forecasts; earnings figures; and profitability information; (c) corporate strategies, and business, marketing and/or strategic plans; (d) business procedures and methods, computer data, software, and systems designs of the Company; (e) all personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and (f) all information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).
6. "Restricted Person" means any person of Officer level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) within the last six (6) months of my employment with the Company, and with whom I had material business-related contact, about whom I had access to



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confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment with the Company or (if no such notice period exists) of ten (10) business days (two (2) weeks), setting out the date I want to leave, and (as soon as I know it) the name of my next employer, with a description of what my expected position will be. I agree that the Company may contact my new employer regarding my obligations under this Agreement.
2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period of the restrictions in this Agreement shall be reduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.
3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.
4. I understand and acknowledge that if I transfer positions or locations between or among Northern Trust Corporation subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns. This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.



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5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.





23
65

Date: 05/08/2021

Dear Pratik Rathod

Congratulations for your selection and choosing Housewalas as your career choice!

Welcome to the Housewalas family. We are pleased to extend an offer to you in our company with effect from 05/08/2021 as BDM

Role: Sales

Designation: Business Development Manager

Your base location would be at Baner Pune.

A new assignment, office, culture and colleagues, await you so that we can achieve the company's vision of being an organization of first choice.

Work life at Housewalas is all about exciting new challenges and innovation embedded into the fabric of every deliverable for mutual growth. It's needless to mention that fun is an integral part of the work culture. **We invite you to be a part of the journey to make it even a better place!**

The following are the terms and conditions of the offer:-

Your Total Target Compensation will be INR 2,76,000 /- (Two Lakh Seventy Six Thousand Only). The Annual salary break-up is presented in Annexure A along with Joining Benefits and other benefits applicable to you and your family.

You shall be governed by the terms and conditions of service during your employment with HOUSEWALAS as per existing HR policies and those that may be amended from time to time.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

We would look forward to your joining us for an exciting journey ahead.

Yours sincerely,

Sachin Khedkar

Director

Housewalas

65



Components	Monthly [Amount (In Rs.)]	Yearly [Amount (In Rs.)]
Basic Salary	10,127	1,21,524
House Rent Allowance	5,251	63,012
Conveyance	NA	NA
Petrol Allowance	1,500	18,000
Mobile Allowance	500	6,000
Other Allowances	5,622	67,464
Monthly Total	23,000	2,76,000

Annexure A

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

*** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.

**** As per Payment of Gratuity Act.

***** The amount mentioned is an indicative average cost incurred by Company towards Group Personal Accident and Group Term Life Insurance premium.

Note:-

- 1 The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- 3 As per the provisions of Employees' Provident Fund Act in force and modified from time to time and you will be made a member of the Fund immediately once the organization crosses minimum number of employees required for the act to be in force.



Additional Notes to Offer Letter

Salary Review: You will be considered for salary review as per the company's policies effective from time to time.

Validity: This offer is valid for a period of 7 days from the date of issue. Also, the company has made the offer of employment on the basis of the confide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,

- (a) the company retains the right to recover from you any expenses incurred by it in connection with your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and

Notice Period: This appointment may be ended by either side with a notice period of 45 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period. In case an employee resigns of his/her own will, The Company reserves the right to release the employee prior to the notice period of 45 days, taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment.

Assignments & Deputations: You may also be assigned and /or deputed to any other location for fulfilling the company's business needs. This could include client locations, group companies, or a subsidiary and any other location as a representative of HOUSEWALAS or its group companies.

Monthly Salary Release Condition:

Housewalas reserves right to hold your salary if –

1. Your monthly bookings are less than one.
2. Bookings made by customers handled by you gets cancelled in subsequent months before agreement, resulting your monthly bookings as less than one.



*** Per month 1 Booking Mandatory to Release Salary for Business Development Manager**

Brief Note on Variable Performance Incentive:-

1. Taxes levied to customer while invoicing will not be a part of variable incentive amount.
2. It will be your responsibility to recover customer dues for whatever business you bring in for organization.
3. All other terms of the VPI policy will be as per the HR Personnel handbook available on joining.

Documents to be brought on the date of joining

Original & 1 set of self-attested photo copies to be brought on the date of joining

- 1) PAN card
- 2) Copy of DOB (e.g. Driving license/PAN Card/Passport Copy/School Leaving Certificate/Birth Certificate etc.)
- 3) Permanent Address Proof
- 4) Bachelor's Degree along with Certificate and Mark sheets
- 5) Master's Degree along with Certificate and Mark sheets
- 6) Diploma along with Certificate and Mark sheets
- 7) Secondary and Higher Secondary certificates
- 8) Previous employers relieving letter/experience certificate
- 9) Previous employer's appointment letter
- 10) Two Photographs
- 11) Name Change Documents (If applicable)

Please note that absence of proofs of date of birth would result in exclusion from Company Insurance Coverage, Gratuity, etc.

Background verification will be conducted at the time of induction and at any time during your tenure with HOUSEWALAS. All are expected to provide the relevant data during induction for closing background verification successfully.

Date: 24-Nov-2021

To

Shubham Dharankar,A21 Akshay apt,
Sai nagri,
Manikbag Sinhgad rd,
Pune – 411051.Dear **Shubham Dharankar,**

Russell Tobin Associates Staffing Solutions India Private Limited is pleased to offer you an employment in the position of **“Analyst”** to work for our client BNY Mellon in **Pune** location with an annual CTC of **₹260004/-**

The terms governing your relationship with Russell Tobin Associates Staffing Solutions India Private Limited are as follows:

1. Your employment is tentatively scheduled to commence on or before **06-Dec-2021** with our client BNY Mellon in **Pune** location, subject to completion of all mandated client compliance and Russell Tobin Associates Staffing Solutions India Private Limited's onboarding requirements. Your employment period will be governed by the end client's assignment specifications wherein, any changes to the assignment duration communicated by the client will be notified by us, in writing.
2. The working hours and the place of your duty will be as decided by the management and end client to be supported for the duration of your employment.
3. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As employee of this company, you will maintain a high standard of loyalty, efficiency, integrity.
4. Your offer of employment can be revoked with immediate effect if you do not successfully clear the prescribed background screening requirements mandated by the client and/or Russell Tobin Associates Staffing Solutions India Private Limited.
5. The client and/or management will be within its rights to transfer you for work or loan your services to any other unit/division/department where the client has an office or branch or unit or site for work either at present or may have at any time in future.
6. You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work wither paid or in honorary capacity.
7. Your appointment is being made on the basis of your particulars such as qualification, relieving letter, etc. as given by you and in case any information as given by you is found false or incorrect, your appointment will be deemed void abinitio and liable for termination without any notice or salary in lieu thereof.

8. You will be eligible to the benefits of the company's leave policy and will be based upon your reporting authority approval.
9. Your address, provided to Russell Tobin Associates Staffing Solutions India Private Limited shall be deemed to be the primary destination to send any communication to you and any communication sent to the given address shall be deemed to have been served upon you.
10. This agreement supersedes and replaces all previous communications - written and verbal, between the parties and constitutes the entire agreement between the parties.
11. Either party can terminate this agreement of employment upon the concurrence of our client, based on project requirements, dissatisfactory performance or for any other reason by giving a 30 days advance notice or salary in lieu thereof at the sole discretion of the management. No pay and no advance notice will be given by the company, if the service agreement has been terminated due to violating the company rules and regulations or due to misconduct.
12. Neither party may assign their obligations nor rights under this agreement to any other person in any circumstances whatsoever except with the prior written consent of Russell Tobin Associates Staffing Solutions India Private Limited, Chennai.
13. No waiver of any breach of this agreement shall be deemed to be a waiver of any other or subsequent breach. The failure of either party to enforce any provision of this agreement at anytime shall not be interpreted as a waiver of the provision.
14. You will be bound by the rules, regulations, procedures and protocol and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and your terms of employment.
15. In case there is any change in your residential address, you will intimate the same in writing to the Russell Tobin Associates Staffing Solutions India Private Limited HR team & to client within three days from the date of such change and get such change of address recorded.
16. If ever any dispute arises out of this employment the jurisdiction shall be at Chennai.
If the above terms and conditions are acceptable to you, please sign this agreement of Employment as the token of its acceptance and return the same for our record.

For Russell Tobin Associates Staffing Solutions India Private Limited

**SRIVATHSAN
BALASUBRAMANIAN**

Digitally signed by SRIVATHSAN
BALASUBRAMANIAN
Date: 2021.11.24 20:05:46 +05'30'

Authorized Signatory

Declaration by the Consultant

I accept the offer and the terms and conditions mentioned in the foresaid letter of employment.

Date: 25/11/2021

Place: Pune



Signature of the Consultant

Date: 24-Nov-2021

Hello Shubham Dharankar,

Please find the Salary breakup below

Name: Shubham Dharankar		
Designation: Analyst		
Heads	Per Month	Per Annum
Basic	13062	156744
HRA	3565	42780
Advance Statutory Bonus	2612	31344
Gross	19239	230868
PF Employer	1800	21600
ESI Employer	628	7536
CTC Amount	21667	260004

Note: Take home salary will be different from above provided information due to deduction of statutory dues from the gross income, as applicable.

For Russell Tobin Associates Staffing Solutions India Private Limited

SRIVATHSAN

BALASUBRAMAN

IAN

Authorized Signatory

Digitally signed by
SRIVATHSAN
BALASUBRAMANIAN
Date: 2021.11.24 20:06:03
+05'30'



Signature of the Consultant

36
Dear Kevin,

25 65
With reference to your application & our subsequent discussion, we are pleased to offer you position of "Executive, Sales" in our organization. You are requested to join on 4st May 2022. We request you to report on following address – 11 CoWork, Spot 18 Mall, Pimple Saudagar, Pune 411027.

On Joining Date, please bring following documents for verification:

1. Copies of educational Certificate & Marksheet.
2. Relieving letter & Experience Certificate of previous employers.
3. Salary Certificate of previous employer.
4. 2 Passport size photograph.
5. Copy of Pan Card & Aadhar Card.

Your consolidated Fixed Annual Remuneration is as follows:

Salary Particulars	Monthly (Rs)	Annually (Rs)
Net Salary	20500	246000
Mobile Expense	500	6000
Diwali Bonus		5000
Annual CTC	257000	

Please send your acceptance to the offer letter via email once you receive the same. We look forward to your joining the Company.

Regards,
Nikhilesh Tiwari
Sales Director
Epic Consultants

3

02-Mar-2022

Shailesh Anilrao Sarode

Shivaji Nagar Pardi Road
Warud Maharashtra - 444906
India

Letter of offer

Dear Shailesh,

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 2,55,720 (Indian Rupees Two Lakh, Fifty Five Thousand, Seven Hundred And Twenty 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 **02-Mar-2022**.

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

ESTONIA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

USA

UK

USA

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroll (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

S. Sarode
Accepted and Agreed

Shailesh Anilrao Sarode
Candidate's Name & Signature

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Shailesh Anilrao Sarode
Accepted and Agreed

Shailesh Anilrao Sarode
Candidate's Name & Signature

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.

- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- k. You will automatically retire from the services of the Company on completing the age of 58 years.
- l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
- m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Shailesh Anilrao Sarode

Accepted and Agreed

Shailesh Anilrao Sarode
Candidate's Name & Signature

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Vikhroll (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

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) 40178500, Fax - +91 (80) 40178510
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, Fax - +91 (20) 48538210

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Date: 28 Feb '19



Letter of Intent

Dear ANKITA KUKREJA

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as "Analyst", in our Pune office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of Intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2019
Salary	Your Annual Fixed Pay will be INR 255,070 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as "Analyst" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
Working Hours & Leave	Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment



NORTHERN
TRUST

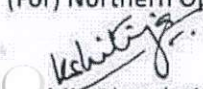
Salary Break up Annexure

Name: ANKITA KUKREJA

Date: 28 Feb '19

Salary Component	Amount (INR)
Basic	95,600
House Rent Allowance	38,240
Statutory Bonus	10,000
Flexible Cash Component	95,160
Total Fixed Pay (TFP)	239,000
Short Term Incentives	0-10%
Retirals [Employers Contribution]	
Employer's contribution to PF	11,472
Gratuity	4,598
Sub Total	16,070
Annual Fixed Pay (TFP + Retirals)	255,070
Monthly Gross	19,917

Yours sincerely,
(For) Northern Operating Services Private Limited


Anitija Bhandari

Vice President, HR Business Partner

Acknowledgement

I have received a copy of my particulars of employment; I understand the contents and agree to abide by it. I hereby accept the offer of employment with Northern as detailed in the Letter of intent above:

Sign & Date: Ankita Kukreja 28/02/19

Name & Address: Ankita N. Kukreja

Nihant society, Salisbury Park, Gulerdi, Pune - 411037

Contact Number: 7972310035 / 7887911887

Start Date: 27/05/2019

20-Jun-2022

Govind Balaji Timewar

Manamath Nivas 02 Near Telephone Office

Malegaon Nanded Malegaon Maharashtra

India

Letter of offer

Dear Govind,

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-Phursungi** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,53,640 (Indian Rupees Two Lakh, Fifty Three Thousand, Six Hundred And Forty 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 **22-Jun-2022**.

Place of work: Your place of work will be **Pune-Phursungi**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhrolli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:

U72200MH1996PTC100196

Timewar

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

28
131
10

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

Govind Balaji Timewar

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

1. TERMS & CONDITIONS:

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- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
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For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
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Govind Balaji Timewar

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

20-Jun-2022

Govind Balaji Timewar

Manamath Nivas 02 Near Telephone Office

Malegaon Nanded Malegaon Maharashtra

India

Letter of offer**Dear Govind,**

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-Phursungi** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,53,640 (Indian Rupees Two Lakh, Fifty Three Thousand, Six Hundred And Forty 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 **22-Jun-2022**.

Place of work: Your place of work will be **Pune-Phursungi**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.*Adil Nargolwala***Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

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Vikhroll (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

*Timewar***Accepted and Agreed****Govind Balaji Timewar
Candidate's Name & Signature**

Yours faithfully,

Govind Balaji Timewar

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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Vikhrolli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
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Timewar

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

- discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
 - k. You will automatically retire from the services of the Company on completing the age of 58 years.
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- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

Govind Balaji Timewar

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

NOTE:

- The same document may be used as proof for more than one of the above requirements.
 - Original copies to be brought along with copies for the purpose of verification.
2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSF) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

*WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196*

Timewar
Accepted and Agreed

**Govind Balaji Timewar
Candidate's Name & Signature**

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Margolwala

Adil S Margolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

(Amewas)

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

Annexure II			
Name	:	Govind Balaji Timewar	
Title	:	Associate - Ops	
Role Band	:	A	
BU/EU	:	Travel	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary			
House Rent Allowance		8,625	1,03,500
City Compensatory Allowance		4,313	51,750
Sub Total - I		1,876	22,506
	A	14,813	1,77,756
Bonus / Incentive (4)	(a)	2,530	30,360
Company's contribution to Provident Fund (1)		1,260	15,121
Company's contribution to ESI (3)		564	6,764
Sub Total - II		4,354	52,244
	B		
Total Fixed Pay	C = A + B	19,167	2,30,000
Bonus / Incentive at Maximum Level (4)	(b)	4,500	54,000
Gross Pay (CTC) at Minimum Level	D = C	19,167	2,30,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	21,137	2,53,640
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 Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

(Timewar)

Accepted and Agreed

Govind Balaji Timewar
Candidate's Name & Signature

2000

Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Population	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Area	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Per Capita	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10

The following table shows the population, area, and per capita income for the state of Texas from 1999 to 2020. The population has remained constant at 1,000, the area at 100, and the per capita income at 10.

Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Population	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Area	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Per Capita	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10

The following table shows the population, area, and per capita income for the state of Texas from 1999 to 2020. The population has remained constant at 1,000, the area at 100, and the per capita income at 10.

Offer-cum-Appointment Letter

25-06-2022

Pan Number: FHRPP2162K

Mr/Ms Aishwarya Ramchandra Patankar
Patankar Vasahat,
At. Navarswadi, Karnal,
Karnal, Sangli,
Maharashtra - 416416

Dear Mr/Ms Aishwarya Ramchandra Patankar,

Welcome to Kotak Mahindra Group.

We hereby offer you an appointment as **Deputy Manager - Sales_Banca** in the **L2** grade with Kotak Mahindra Life Insurance Company Limited ("Company") with effect from **27-06-2022**, subject to your completing joining formalities, as prescribed by the Company, on or before the said date. If you join prior to the said date, your appointment shall take effect from the date of your joining.

With your selection, the Company has taken a step forward to fulfil a part of the Group Vision, i.e., being the preferred employer for the best talent. And now it is upon both of us to strive towards creating Value for our customers and stakeholders by offering individualized real-time, pragmatic solutions to service every financial requirement of our customers. We, together, shall live up to the entrepreneurial and innovative spirit of the Group and work with complete transparency & compliance to become a global Indian financial services brand. It is expected that you will uphold all that we stand for and strive towards fulfilment of the Company's goals.

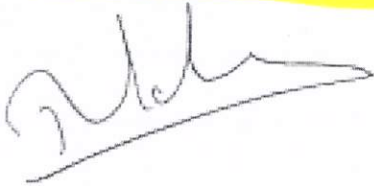
Your appointment shall be subject to the Terms and Conditions enclosed with this letter as Annexure-A. The same shall form part of this letter of appointment. Your joining shall be deemed to be an acceptance of these Terms and Conditions by you.

This offer shall stand withdrawn if you do not join on or before the date specified in this letter.

We look forward to your having a long and happy career with us.

Yours Sincerely,

For Kotak Mahindra Life Insurance Company Limited



Mehul Oza
Authorized Signatory

Offer Letter of Aishwarya Ramchandra Patankar (Ref No. CAND162183)

Page 1 of 12

Annexure-A

Terms and Conditions of Appointment

1. You are offered an appointment as **Deputy Manager - Sales_Banca** in the **L2** grade with effect from **27-06-2022**, subject to your joining. If you join prior to the said date, your appointment shall take effect from the date of your completing joining formalities prescribed by the Company. Your joining shall be deemed to be an acceptance of these Terms and Conditions.
2. Upon your joining, you will be initially inducted into our **Banca Sales** Department. .
3. You will initially be posted at our office at **KLI - Sangli 1 - Diwan Niketan, Sangli, Maharashtra, India, (West)** but you will be liable to be posted at any other office / branch / department / division of the Company, or any of the Company's parent, affiliate, subsidiary etc., within India or abroad.
4. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred / deputed / seconded / promoted in future. You shall comply with all official orders of your superiors and attend to your duties punctually at such place/places, as may be required at the relevant time.
5. You shall use your best endeavours to promote the interests of the Company and your conduct at all times shall be such as not to damage the interests of the Company. You shall not engage yourself directly or indirectly or in advisory capacity, in any trade, business, vocation or occupation.
6. In consideration of your effective services, you will be eligible for remuneration as per details provided in the 'Compensation Package Sheet' attached to this letter as Annexure B. All payments will be as per the Company's procedures / schedules in force from time to time and will be subject to deduction of appropriate taxes at source and any statutory liabilities arising on your account, such as contribution to Provident Fund. All Current and future liabilities relating to your remuneration (whether statutory or otherwise) shall be adjusted against the overall amount of 'Gross Compensation'. Details of the compensation package are strictly confidential between you and the Company. The details are not liable for disclosure by you to any third party, without the Company's formal prior written consent.
7. You will faithfully observe and be governed by the Company's rules and regulations on matters such as working hours, festival, public holidays, weekly offs and any other facilities, amenities, mode of recording your attendance, safety and security requirements, medical fitness, personal identification, etc. and operate with due regard to the highest professional standards / ethics in all your transactions. You may be required to work on staggered timings / shifts, the timings for which may be altered from time-to-time. The Company may refix / modify your designation, grade and distribution of your remuneration into different components as per designation / grade / compensation structures implemented by the Company from time-to-time at their sole discretion.

Offer Letter of Aishwarya Ramchandra Patankar (Ref No. CAND162183)
Page 2 of 12

8. If you absent yourself from the services of the Company without prior written permission or overstay sanctioned leave for eight consecutive days, you will be deemed to have abandoned your service voluntarily. In such a case, the Company may remove you from service without giving any prior notice.
9. You will be required to submit various documents in respect of your qualifications, work experience, etc. and to fulfil different joining formalities at the time of reporting for duty. The Company may, at its discretion, not include you into the payroll till all joining formalities have been completed. You are requested to inform the Company regarding any changes to your permanent and contact addresses (including phone numbers and such other appropriate details) and any changes to the data provided by you at the time of your selection by the Company.
10. Your acceptance and retention in the Company's rolls will be on the assumption of your medical fitness. If you are at any time prevented by accident, ill health, or any other urgent necessity from attending office or from performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. You will be required to produce appropriate records of your medical contingency and also a certificate of medical fitness before you resume work. In addition, if called upon, you shall submit yourself to a medical examination from time to time by a qualified registered medical practitioner appointed or agreed to by the Management. Absence from work or disability in performing your duties beyond the period of leave to which you are entitled under the rules shall, at the discretion of the Management, be without any compensation.
During the Employment Term, your employment shall be entitled to participate in all employee benefit plans, practices and programs maintained by the Company, as in effect from time to time (collectively, 'Employee Benefit Plans'), on a basis which is no less favourable than is provided to other similarly situated executives of the Company, to the extent consistent with applicable law and the terms of the applicable Employee Benefit Plans. In this benefit scheme company provides you your Mediclaim and Term Life Insurance coverage basis your eligibility in the organization. The Company reserves the right to amend or cancel any Employee Benefit Plans at any time in its sole discretion, subject to the terms of such Employee Benefit Plan and applicable law.
11. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company's processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Company or its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Company, its associates or clients. Breach of this condition on your part shall render your services liable for immediate termination and you shall be liable for any other / additional legal action as the Company may deem fit.
12. In line with the Insider Trading Regulations made under The Securities and Exchange Board of India Act, 1992, as modified from time to time, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.

13. You are not authorized to and must not at any time:
- Trade on your own account by pledging the credit of the Company; Even on the Company's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Company to risks, which are beyond its financial capacity to bear;
 - Enter into any commitment, dealing or obligation on behalf of the Company, except to the extent you are for the time being empowered by a resolution of the Board of Directors of the Company, or otherwise specifically authorized by a competent senior officer of the Company;
 - Accept directly or indirectly any commission, share in profit, presents, gifts or gratuities from any third party dealing with the Company in any mode or form whatsoever;
 - Represent yourself as an authorized representative of the Company, except to the extent of being specifically and formally authorized to do so;
 - Communicate with or speak / write or in any other manner interact with media (print / electronic or otherwise) or with any other external agencies on behalf of the Company, on matters concerning the Company, their associates, etc. save to the extent of performance of any of your statutory obligations for which you are specifically authorized by the Company.
14. You will not, without prior consent of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any area of activity of the Company. Company's decision regarding the consent shall be final and binding on you. You will not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Company or its affiliates. You will inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.
15. Your appointment and your continuation on the Company's rolls are in good faith and shall be based on the data, information or any other understanding provided by you during the course of your selection process, including the verbal information provided by you during the interviews / personal discussions. Any data that is not in consonance with the information provided by you shall result in immediate termination of your employment with the Company and you shall indemnify the Company in full, for any losses suffered by the Company. Company reserves the right to make suitable formal and informal checks with your educational institutions, former employers and any other third parties, as the Company may deem appropriate.
16. You authorize the Company to share information / provide a reference check covering your service with the Company to any third party / organization / agency conducting a reference check on behalf of an employer / agency. This authorization shall remain valid and be subsisting even after the cessation of your service with the Company.
17. During the tenure of this Appointment Agreement and for a period of one year subsequent to the termination of this Agreement, you shall not, without the prior written consent of the Company, directly, indirectly or through any other means or through a third party, solicit or offer employment to persons who are or have been in the previous six months, the employees of the Company.

18. During the tenure of your service with the Company, and for a period of two years subsequent to the cessation of your service, you shall not, without the prior written consent of the Company, directly, indirectly or through any other means or through a third party, solicit business from or perform services for any direct or indirect customer of the Company or any prospective customer whom you had any contact with or exposure to any time during the tenure of your service with the Company.
19. This arrangement can be terminated by the Company, without any notice or payment of any kind in lieu of notice, in the following cases:
- Any incorrect information furnished by you or on suppression of any material information;
 - Non-adherence or breach of Code of Conduct prescribed by the Company from time-to-time for its employees.
 - Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the company's rules;
 - Your being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude;
 - Unauthorized absence from work, or failure to resume your duties on expiry of the leave duly authorized by the company.
20. Your appointment is subject to a probation period of **6 Months** or such period as the Company may prescribe from time-to-time. You will be considered for confirmation at the end of the probation period subject to successful completion of the pre-confirmation performance review. The probation period shall be deemed to have been extended unless formally and specifically advised otherwise by the Company.
21. Subject to the Company's right to terminate this employment in accordance with the provisions specified in this letter, the employment may be terminated by either party, by providing to the other party a formal notice of minimum period as prescribed by the Company from time-to-time through common announcements made to its employees by way of e-mails or by posting the same on the internal website/ intranet of the Company ("Notice Period"). The Notice Period shall always be treated as mandatory. Any attempt by you to exit or abandon your service before expiry of Notice Period shall be treated as a breach of the terms of your employment and shall render you liable for termination and payment of compensation to the Company.
22. In exceptional circumstances, the Company alone, in its discretion, shall have the right to waive the Notice Period, or any part thereof. Any such waiver shall be subject to payment of basic salary for the period of Notice Period so waived by the Company. The payment shall be made by the party seeking such waiver. It is further clarified that the Company alone, at its discretion, may opt to make/accept payment in lieu of notice period, which will be calculated on the basis of monthly Basic salary.
23. Your performance and progress will be assessed and appraised from time to time as per the performance appraisal / evaluation process or any other appropriate mechanism, as per schedules implemented by the Company from time to time. Please note that any payment from the Company, in the form of compensation, incentive or any other payment, will be made applicable only if you are on the rolls of the Company, on a not-resigned status, at the time of disbursement of such amounts.
24. After joining the company if you are selected for an assignment abroad for short or long term duration, you will be required to submit your original certificates with company for a mutually acceptable duration. Generally the duration will be the duration for which you are being sponsored abroad. The papers for sponsorship abroad will be processed only after meeting this condition.

25. You should declare your interest, financial or otherwise in any company or firm or any other individuals who have dealing with us in any capacity. In the event of yourself acquiring or becoming interested in the future in such a company or partnership or firm or individual, you should immediately disclose the nature and extent of your interest. Breach of this clause may lead to your immediate termination without any compensation in lieu thereof.
26. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.
27. At present, the age of superannuation i.e. the age of retirement in our Company is 60 years. Your date of birth has been recorded as 29/05/1998 in the records of the Company. The age of superannuation/retirement may be varied by the Company from time-to-time
28. At the time of your separation from the Company's employment in any manner whatsoever (including retirement), you will comply with all procedures and requirements connected with the separation including the formalities concerning handing over of all papers, documents, data, CDs and any other valuables, property and assets, etc. which belong to the Company. Final settlement of your dues and issuance of a certificate of employment shall be processed by the Company after you have completed all the separation requirements in full.
29. This letter constitutes the entire understanding between you and the Company relating to your employment by the Company and supersedes and cancels all prior written and verbal agreements and understandings with respect to the subject matter of this appointment. This offer-cum-appointment letter may be amended by a subsequent written communication issued by the Company. Any disputes relating to your terms of employment with the Company shall be settled through arbitration under the guidance of an arbitrator appointed by the Managing Director of the Company or the Head of HR Department of the Company. The Arbitration shall be governed by laws of India and shall be held at Mumbai.
30. You shall maintain the confidentiality of your passwords and not allow others to perform any activity using your user ID. You shall not share your password(s) with anybody. You shall be accountable for all actions carried out using your user-id / password. You shall always follow Company's policies and procedures sincerely and fortify the security of the Company.
31. While dealing with the potential customer, or customer, over phone, you shall ensure that you comply with all the procedures as laid down under the TRAI Act/Regulations/Rules/Notifications/Circulars and shall not violate the National Do not Call Registry (NDNC Registry) and the Company's Do not Call Registry established for curbing Unsolicited Commercial Communication (UCC). You shall make calls to the potential customer/s or customer/s only from our branch numbers registered with NDNC Registry. However, in the event of any breach or violation thereof, you shall be liable for the consequences thereof, and that you shall also fully indemnify the Company in the event of any liability falling on the Company on account of your breach

Offer Letter of Aishwarya Ramchandra Patankar (Ref No. CAND162183)
Page 6 of 12

Annexure 'A' - Compensation Package

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	78,000	6,500
HRA	39,000	3,250
Field Allowance	24,000	2,000
Leave Travel Concession	30,000	2,500
Bonus	16,800	1,400
Special Pay	36,574	3,048
Monthly Gross	2,24,374	18,698
ESIC	8,125	
Company Contribution into Provident Fund	13,749	
Gratuity	3,752	
CTC	2,50,000	

Notes:

- Your designation and the distribution of the overall CTC amount into different components will be governed by the designation / compensation structures in force at the relevant time. Accordingly, all individual payments including the Basic Salary are liable for modification from time to time. Shortfall, if any, in respect of all statutory payments will be liable for adjustment against the Gross Compensation and Company will not have any additional liability on this count. Depending on the compensation structure and your location of posting at the relevant time, you may not be eligible for this payment altogether. As per rules currently in force, you will also contribute an amount equal to the Company's contribution into Provident Fund.
- All payments listed above as reimbursements (if any) need supporting documentation. If the reimbursement forms are received before 15th of the month, it will be included in the same month's payroll, otherwise in the subsequent payroll month.
- Any kind of tax incidence on any of the items listed above, including Fringe Benefits Tax, will have to be borne by the employee. The Income Stabilizer Allowance (wherever applicable) has therefore been introduced to even out the recovery for this deduction, so that a major tax deduction does not happen in January / February thereby upsetting your monthly income.
- A 'notional' provision has been indicated above forming part of the CTC amount, providing for payment of gratuity to you in future. The quantum of this 'notional provision' is subject to suitable adjustments as per the provisions of the gratuity scheme when a scheme is formally introduced in the Company. Any payment to you on this count will be applicable when you fulfil all the relevant eligibility criteria.
- You will be governed by the specific provisions and the administrative practices under different schemes / payments. Schemes of loans / deposits are liable for modification. Repayment of the loans / deposits along with the interest rates at the applicable rates shall be as per policies in force.
- All other terms and conditions of your employment would be as per the existing policies of the Company in force time to time.
- Details of the compensation package are strictly confidential between you and the Company; and are not liable for disclosure to any third party without the Company's formal consent.

Offer Letter of Aishwarya Ramchandra Patankar (Ref No. CAND162183)
Page 7 of 12

Kotak Life - Code of Conduct

1. Purpose

All the employees and business associates must be, and should be seen as, committed to integrity in all aspects of their activities and comply with all applicable laws, regulations and internal policies. The purpose of laying down the Code of Ethics & Business Conduct (hereinafter referred to as "the Code of Conduct" or "the Code") is to improve overall compliance as well as to enhance further scope of good corporate governance with an ethical and transparent process in managing the affairs of the Company.

2. APPLICABILITY

This Code applies to all the employees of the Company. For the purpose of this Code, 'Employee' shall mean all individuals on full-time or part-time employment with the Company, with permanent, probationary, trainee, retainer, temporary or contractual appointment.

3. PROFESSIONALISM & ETHICAL BEHAVIOUR

The personal and professional behavior of Employees shall conform to the standards expected of persons in their positions, which includes:

- a. Commitment and adherence to professional standards in their work and in their interactions with other Employees of the Company;
- b. Commitment to maintain the highest standards of integrity and honesty in their work;
- c. Adherence to ethical and legal standards to be maintained in business;
- d. Responsibility to support the Company in its efforts to create an open and mutually supportive environment;
- e. Responsibility to share information and give willing assistance in furthering the goals and objectives of the Company; and
- f. Responsibility to ensure that there is no misrepresentation of facts. Wherever a misunderstanding is thought to have taken place through unclear communications, this should be corrected promptly.

4. CONFLICT OF INTEREST

- a. Each Employee is expected to avoid situations in which his or her financial or other personal interests or dealings are, or may be, in conflict with the interests of the Company. Accordingly, the Company expects its Employees to act in the Company's interest at all times.
- b. Employees are advised not to engage in any other business, commercial or investment activity that may conflict with their ability to perform their duties towards the Company. Employees must also not engage in any other activity (cultural, political, recreational, social) which could reasonably conflict with the Company's interests and interfere with the performance of their duties
- c. Employees must not use any Company's property, information or position, or opportunities arising from his employment for personal gains or to compete with or to tarnish the image of the Company.
- d. Employees should not engage in any business activity which could be detrimental to, or in competition with, the Company's business activities.
- e. All Employees must avoid situations in which their personal interest could conflict with the interest of the Company.
- f. The Employee must not empanel/engage any vendor who is a relative of the Employee.
- g. If, under any circumstance, Employees' personal interests conflict with those of the Company's, in all such cases, the Employee must seek advice from his or her reporting/ reviewing manager or from senior management.
- h. For avoidance of doubt, mere financial portfolio investments shall not be considered as activities that conflict with the business of the Company.

Offer Letter of Aishwarya Ramchandra Patankar (Ref No. CAND162183)
Page 8 of 12

5. CONFIDENTIALITY OF INFORMATION

- a. As a result of employment with the Company, Employees may be entrusted with confidential information with regard to the Company and/or its affiliates, customers or vendors/suppliers.
- b. The Employees shall always keep the confidential information pertaining to the Company absolutely confidential and shall not disclose the same to any third party, unless required to be disclosed under law.
- c. The Employee shall not use the confidential information of the Company including its business structure, trademarks, logos etc. for creation of any application (app), software, or any other tool etc. without the prior written consent of the Company.
- d. When in doubt, the Employee should ask the Secretarial and/or Legal/Compliance Department whether information is to be treated as confidential.

6. INTEGRITY OF FINANCIAL INFORMATION

- a. As an employee, you may be required to participate in accounting processes that directly impact the integrity of external financial statements and internal management reports. In such a case, the Employee shall have a responsibility to ensure that all transactions are recorded in Company's accounts accurately and promptly and any known inaccuracies are immediately reported to the management.
- b. In case the Employee is entrusted with handling of cash / securities, any shortfall will be recoverable from the Employee personally. This does not preclude the Company from recovering the same from any dues to the Employee, or taking suitable legal action against the Employee.
- c. Misrepresentations by Employees that may conceal or obscure the true nature of a business transaction shall be treated as contraventions of this Code.

7. PROTECTION AND USE OF COMPANY PROPERTY

- a. All Employees of the Company are responsible for protecting and taking reasonable steps to prevent the theft or misuse of, or damage to, Company's assets, including all kinds of physical assets, movable, immovable and tangible property, corporate information and intellectual property such as inventions, copyrights, patents, trademarks and technology and intellectual property used in carrying out their responsibilities. All Employees must use all official equipments, tools, materials, supplies, and Employee time only for Company's legitimate business interests.
- b. Company's property must not be lent or disposed of except in accordance with Company's policies. All Employees must use and maintain Company's property and resources efficiently and with due care and diligence.

8. HOURS OF WORK AND PUNCTUALITY

- a. All Employees are expected to report for work on time and be regular in their attendance. They should perform their job responsibilities during working hours. Tardiness, absenteeism and loafing during work hours must be avoided by the Employees. Dishonesty in connection with marking of attendance or attempting to mark attendance for other employees will be treated as a misconduct making the concerned Employees liable for appropriate actions.

9. ACCEPTANCE OF GIFTS AND OTHER BENEFITS

Employees should not accept gifts or other benefits other than of nominal value from any individual or concern having official dealings with the Company or from any junior officer so as to avoid any possibility of such gifts or benefits even appearing to compromise business or official relationships. In case of any ambiguity, Employee must check with their managers/Departmental Heads to be sure that the gifts are indeed of nominal value.

10. WHOLE TIME AND ATTENTION

All Employees shall devote their time and their best efforts to promote the Company's business and may not, without the prior written consent of the Company (and subject to any terms and conditions as may be imposed by the Company), engage or be interested in (whether directly or indirectly) in any other business, employment or vocation for pecuniary gain.

11. HARASSMENT

- a. The Company is committed to provide a work environment that is free from inappropriate behavior of all kinds and harassment on account of age, physical disability, marital status, race, religion, caste, sex, sexual orientation or gender identity.
- b. Employees undertake not to cause any such harassment during their employment and also commit themselves to support the Company in its endeavour to protect others from any form of such harassments.
- c. In the course of business conduct of any Employee, wherever harassment occurs to any such Employee as a result of an act or omission by any third party or outsider, the Company shall take all steps necessary and reasonable to assist such affected Employee in terms of support and preventive action. This is separately detailed in the 'Policy Against Sexual Harassment of Women at Workplace'.

12. ALCOHOL & SUBSTANCE ABUSE

- a. The use or possession of alcohol, illegal drugs, and other controlled substances in the workplace and being under the influence of these substances on the job and/or during working hours is strictly prohibited. However, possession of prescription medication for medical treatment is permitted.
- b. There may be company-sponsored events where management approves serving of alcoholic beverages. In these cases, all appropriate liquor laws must be followed, including laws regarding the prohibition of serving of alcohol to those under the legally permissible age.
- c. Under all such cases, excessive drinking, intoxication and misbehavior is prohibited and will be dealt with severely.

13. FRAUD

- a. Fraud — or the act or intent to cheat, trick, steal, deceive, or lie — is both dishonest and, in most cases, criminal. Acts of fraud are subject to strict disciplinary action, including dismissal and possible civil and/or criminal action against the concerned Employee.
- b. Few examples of Fraud include:
 - Fraudulent sourcing of Insurance business;
 - Submitting false expense reports;
 - Forging or altering cheques;
 - Misappropriating assets or misusing Company's property;
 - Unauthorized handling or reporting of transactions;
 - Inflating sales numbers;
 - Making any entry on Company records or financial statements that is not accurate and in accordance with proper accounting standards;
 - concealment of facts of any frauds/ unethical act;

14. COMPLIANCE WITH LAWS AND AGREEMENTS

- a. All Employees shall conduct business in compliance with all applicable laws and regulations.
- b. All Employees shall adhere to all applicable anti-corruption and anti-bribery laws.
- c. All the Employees shall honour and aid in honouring the contractual obligations of the Company, as may be contained in valid and binding agreements executed by the Company with third parties.

15. HEALTH, SAFETY AND ENVIRONMENT

- a. All Employees shall comply with the Company's health and safety norms as communicated to them from time to time.
- b. Employees shall bring to the management's attention any workplace safety or health hazard.

16. PRESS INQUIRIES/PUBLISHING OF INFORMATION

- a. Only nominated Employees are authorized to respond to press/media queries on behalf of the Company. All Employees should refer all calls relating to such press/media queries to the Corporate Communication Department of the Company.
- b. The Employees shall not, without the prior written consent of the Company, publish in any media including print media, Social media, blogs etc., any content/comment(s) write-ups /views etc. concerning the activities of the Company.
- c. In case any of the views so published by the Employee are found to be anti-social or detrimental to the brand image of the Company, the concerned Employee shall be held accountable for the same.

17. CONSENT UNDER NATIONAL DO NOT CALL REGISTRY GUIDELINES

The Employee gives consent to the Company to Call or send SMS to him/her in the course of routine engagements / assignments /queries/policy investigations/promotional communication etc, even if his/her number is registered in the NDNC Registry or any other similar database.

18. ADHERENCE TO TRAI REGULATIONS

- a. While dealing with a prospective or existing customer over phone, the Employee shall ensure that he/she complies with all the procedures as laid down under the TRAI Act/Regulations/Rules/Notifications/Circulars and shall not violate the National Do Not Call Registry (NDNC) or National Customer Preference Registry (NCPR) or any other similar registry.
- b. He/She shall make calls to the potential customer/s or customer/s only from Company's numbers registered with TRAI. However, in the event of any breach or violation thereof, the concerned Employee shall be liable for the consequences thereof, and that he/she shall also fully indemnify the Company in the event of any liability falling on the Company on account of such breach.

19. INFORMATION SECURITY - ACCEPTABLE USAGE POLICY

All Employees shall read, understand and agree to abide by the provisions of the Information and Cyber Security Policies of KLI The policy documents are available at <http://workit.mykotaklife.com/sd/Pages/InfoSecPolicy.aspx>

All Employees:

- o Shall follow security practices in accordance with the established policies and procedures of KLI
- o Shall classify and protect each Information Security Asset as per KLI's Asset Classification Policy and maintain updated Information Asset Inventory / Register
- o Shall follow Security Control Matrix defined in Asset Classification Policy while handling /managing KLI's Information Assets
- o Shall maintain the confidentiality of passwords and not allow others to perform any activity using his/her user ID and shall not write down passwords
- o Shall always lock the system using CTRL+ALT+DEL+ENTER or Windows + L, before leaving it unattended.
- o Shall not connect personal devices to KLI's assets or network
- o Shall always report the loss of his/her IT hardware / Desktop /Laptop immediately to the reporting head and IT Service Desk and shall lodge an FIR at the police station
- o Shall always report the loss of his/her IT hardware / Desktop /Laptop immediately to the reporting head and IT Service Desk and shall lodge an FIR at the police station
- o Shall not install or distribute any unlicensed software
- o Shall not send or forward unsolicited emails to a large number of users which can be considered as mail spamming Shall not send emails containing any document, software or other information protected by copyright, privacy or disclosure regulation
- o Shall not, either during or after their employment with KLI, divulge or utilize any confidential information belonging to KLI. This includes confidential information on processes and KLI's businesses and Customer Information, which may come to his/her knowledge during employment
- o Shall surrender all of KLI's assets in their possession back to KLI, upon exit/termination of employment. Shall promptly report all violations of the information security policies and security incidents of KLI to kli.infosec@kotak.com

20. MISCONDUCT AND NON-OBSERVANCE OF THE CODE

- a. Misbehavior, fights with colleagues, in office or Premises in close proximity to the office premises, and at official events outside the office premises that may be construed to affect the brand image of the Company shall be strictly dealt with and may lead to termination of employment
- b. Non-observance of this Code shall be construed as misconduct that could warrant disciplinary action which may lead to dismissal from service. The decision in this regard will lie with the management of the Company and such a decision shall be binding on the Employees.
- c. Personal assets which will have significance in any investigation against the Employee or against anybody else connected with the Employee's affairs may be requisitioned by the Company and the Employee undertakes to submit the same to the Company for the purpose of such investigation.

21. EXCEPTIONS

Any exceptions to the norms laid down in this Code may be approved at the discretion of the Managing Director or any appropriate authority to whom such power is delegated by the Managing Director.

22. ACCOUNTABILITY

- a. The Employees shall, at all times, abide by the standards, requirements and procedures laid down under this Code.
- b. The Employees must-
 - commit to their individual conduct in accordance with this Policy.
 - observe both, the spirit and the letter of the law, in their dealings on Company's behalf. recognize Company's responsibility to its shareholders, customers, employees, those with whom Company does business, and to society. Assess priorities in the context of discharging these responsibilities appropriately on Company's behalf.
 - conduct themselves as responsible members of society, giving due regard to health, safety, and environmental concerns, and human rights, in the operation of Company's business.
 - report any suspected breach of the law or this Policy to the HR Department/Managers via email. The identity of the employees reporting such instances in good faith shall be kept confidential.

23. AMENDMENTS

- a. The Company reserves the rights to change/ amend / modify this Policy in whole or in part, at any time without assigning any reason whatsoever.
- b. The Employees acknowledge that they will not be personally advised of any such change/ amendment / addition /deletion/ modification and the same may be posted on such page of the Intranet of the Company which is accessible to all Employees. The Employees are advised to check for any such change/ amendment / addition /deletion/ modification regularly. The Employees hereby unconditionally agree to all such changes /amendments / additions / deletions / modifications.

14 April 2022

Ms. Megha Mehta

Oswal Street, Near Jain Sthanak Mundra

Dear Megha,

This has reference to your application dated **15 January 2022** and subsequent interview you had with us, for the position of "**Junior Executive - Customer Service**" in the **Speedy Multimodes Ltd Division** of our organization based at **Mundra**.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and agreed.

Also please find a checkup / Test letter along with Hospital / Clinic address and contact No. You are requested to get test done within 3 days on receipt of this letter with prior intimation to Clinic.

- **On Joining you will be required to furnish:**
 - Relieving letter and experience certificate from your present employer
 - Last drawn salary slip / certificate showing monthly salary and annual Benefits, from the present employer.

You shall join the services of the Company on or before **20 April 2022**.

Our detailed letter containing terms and conditions will be given to you on your joining.

Your offer will be valid subject to successful completion of Reference Checks, Pre-employment Medical Examination (as per Company Policy) Background Verification Proceedings (including use of an external agency to check your prior employment, education and criminal records) and other credentials. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with the Company

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours faithfully,

For **Speedy Multimodes Ltd**



Vasant Shetty

Authorized Signatory

SPEEDY MULTIMODES LTD

Registered Address
6TH FLOOR, 601,
Shree Gurukrupa Towers,
Subhash Road, Moti Tanki Chowk,
Rajkot, Gujarat, 360001

Correspondence Address
C/O CWC CFS, Bharat CFS Zone- 1
APSEZ, Mundra – 370421
Kachchh, Gujarat

Mobile : +91 95120 23200
Email : info@speedycfs.com
Web. : www.speedycfs.com
CIN No. : U60100MH1987PLC042061
GST No : 24AABCS4966R1ZN

14 April 2022

Ms. Megha Mehta

As a part of our Recruitment Process you are required to undergo a Pre-Employment Medical Check-up within next 3 days from the receipt of this letter.

The Pre-employment Medical Checkup plan will involve the below mentioned test:

- Medical General Examination: Including History and Physical examination Height, Weight & Ideal Body Weight, Pulse, BP and Organ systems as well as near far Vision.
- Blood Test: CBC (Complete Blood Count), ESR (Erythrocyte Sedimentation Rate), Blood Group & Rh factor, Fasting Blood Sugar, Urine Routine.1033
- Cardiac Evaluation: ECG (Computerized Electrocardiogram).350
- Radiology Investigation: Chest X – Ray
- Fitness Certificate

Procedure & Pre-Test Requirements for Medical Check-up

For Booking Appointment

- Quantum CorpHealth Pvt. Ltd (QCH) team will call you personally and will take convenient date and timing from you to book the appointment with their listed and your preferred Diagnostic centre.
- QCH will send you detailed email and SMS of confirmation of booking appointment, address of Diagnostic centre with date and timing.

Mandatory Requirements

- Ensure to carry along with you any one original identification proof i.e. Pancard /Driving License/Passport and QCH Appointment confirmation email copy.
- Please visit the clinic with fasting for at-least 10-12 hrs. (No food or beverages). However, water is allowed.
- Avoid alcohol and heavy meals from 24 hrs prior to your appointment
- Ensure proper sleep in the night prior to your appointment.
- Please carry along with previous medical reports, if any.
- You may take usual medications before the blood test except those for Diabetes.
- Drugs for Diabetes if any should be carried along with you and taken along with breakfast.

In case of Cancellation of Appointment

- Those who wish to cancel the appointments should do at least 24 hrs prior of the appointment to QCH.

Warm Regards

For Speedy Multimodes Ltd



Authorized Signatory

SPEEDY MULTIMODES LTD

Registered Address
6TH FLOOR, 601,
Shree Gurukrupa Towers,
Subhash Road, Moti Tanki Chowk,
Rajkot, Gujarat, 360001

Correspondence Address
C/O CWC CFS, Bharat CFS Zone- 1
APSEZ, Mundra – 370421
Kachchh, Gujarat

Mobile : +91 95120 23200
Email : info@speedycfs.com
Web. : www.speedycfs.com
CIN No. : U60100MH1987PLC042061
GST No : 24AABCS4966R1ZN

Break-up of Gross Remuneration as Cost to Company			
		Rs. (P.M.)	Rs. (P.A.)
(1)	Remuneration		
	Consolidated Basic	15500	186000
	House Rent Allowance	5494	65933
	Gross Salary	20994	251933
(2)	Annual Benefits		
	Statutory Bonus / Ex Gratia	1400	16800
	Gratuity as per law (applicable as per the Payment of Gratuity Act 1972)	746	8947
	Employers contribution of Provident Fund	1860	22320
	Total Annual Benefits	4006	48067
	TOTAL CTC	25000	300000

[Handwritten Signature]

Accepted (_____)

Megha Mehta

SPEEDY MULTIMODES LTD

Registered Address
6TH FLOOR, 601,
Shree Gurukrupa Towers,
Subhash Road, Moti Tanki Chowk,
Rajkot, Gujarat, 360001

Correspondence Address
C/O CWC CFS, Bharat CFS Zone- 1
APSEZ, Mundra - 370421
Kachchh, Gujarat

Mobile : +91 95120 23200
Email : info@speedycfs.com
Web. : www.speedycfs.com
CIN No. : U60100MH1987PLC042061
GST No : 24AABCS4966R1ZN



31

51

Offer Letter

Name: Nameet Rajkumar Duggad
Date: Saturday, October 23, 2021

Dear Mr. Nameet Rajkumar Duggad,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a period of **6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Aishvary . (TNL201611035)
Reporting Time:	9:30 AM
Joining Location:	Byjus Pune - 4th floor, Pentagon 5, Magarpatta City Township Hadapsar, Pune - 411028
OJT Training Location:	Byjus - Pune
Role Location:	Pune

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, November 9, 2021**. Your work location after conversion to the role of Business Development Associate would be **Pune** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are

not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

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

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information

and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- Any representation or warranty or information furnished to the Company found to be false;
- Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax

*liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.



32

Ref: GTFL/ HR / 0943

Date: 19 / 05 / 2021

Mr. Nikhil Naikwadi

Flat no A-702B, Kopare Gavthan,
opposite to kakade city,
Karve Nagar,
Pune, 411052

Dear Mr Nikhil,

LETTER OF TRAINING

Further to your interview held with us, we are pleased to inform you that you have been appointed as "Trainee" at Accounts department, based at Pune w.e.f. 24.05.2021 to 23.05.2022 under the following terms and conditions:

1. Your period will be for twelve months from the date of your joining.
2. During the period your CTC will be INR 2.50 lacs p.a. details are as per Annexure - A.
3. The CTC paid to you will be in absolute terms and does not confer any right upon you to claim employer-employee relationship with the Company, and hence, you will not be entitled to any other allowances as applicable to the regular employees of the Company.
4. During the period, you will be eligible for Five days casual leave.
5. During your period, you are required to:
 - a. Diligently, faithfully and to the best of your skill ability, serve the Company and perform all the duties entrusted to you from time to time.
 - b. Obey and comply with all the orders and directions given to you by the Company and faithfully observe all the rules, regulations and arrangements of the Company for the time being in force.

.... 2/

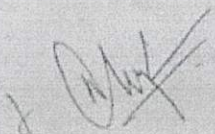
16

:3:

8. Your engagement as "Trainee" may be terminated by **One Month** notice in writing or Basic salary in lieu thereof on either side during the training period. In the event of such termination you shall handover your charge to such person nominated for this purpose by the Company and shall deliver up all such articles and assets of the Company as may be in your possession including notes, note-books, and all correspondence either addressed to you by the Company or received by you for and on behalf of the Company.
9. This appointment as well as the continuity of the data entry-ship with the Company will be subject to your being declared medically fit by the Company's Medical Officer or any other Doctor that may be nominated by the Company for the purpose.
10. Your tenure automatically will be expired at the closure of your end date. A separate letter will not be issued.
11. Although your initial posting will be in our Pune Plant please note that your services can be transferred to any of the Company's other establishment anywhere in India. You will be reporting to "**Manager -Accounts** "

Thanking You.

Yours faithfully,
For GarwareTechnical Fibres Limited


Ravendra Mishra
Head - Human Capital

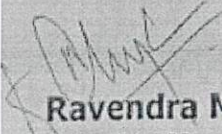
I accept the above appointment letter...

Signature:-

Annexure - A

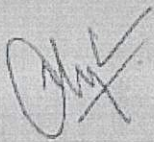
Name : Mr Nikhil Naikwadi
Designation : Trainee

Particulars	Amount (In Rs. p.m.)
Basic	10000
HRA	5000
Education allowance	500
Medical allowance	1250
Conveyance allowance	1600
Total (A)	18350
Ex-gratia / Bonus	700
Total (B)	700
ESIC contribution	596
Provident Fund contribution	1200
Total (C)	1796
Grand Total (A+B+C) P.M.	20846
Base Salary	250157
Cost to Company Per Annum	250157


Ravendra Mishra
Head – Human Capital

:2:

- c. Give and devote the whole of your time exclusively to your duties with the Company and while serving the Company shall not engage without prior consent in writing of the Company directly or indirectly with or without remuneration in any trade, business, occupation, employment service or calling nor shall you undertake any activity which is contrary to or inconsistent with your obligations under this appointment letter or the Company's interest.
 - d. Ensure not to directly or indirectly take up any employment or provide any service or carry on any business either in partnership with others or on your own with any organization, firm, or company or individual engaged in business similar to or in any way competitive with this employment or business of the Company.
 - e. Ensure not to at any time either during the continuance of the training period or at any time thereafter except by the prior direction in writing of the Company divulge or disclose either directly or indirectly to any person, firm or body corporate any knowledge or information which you may acquire during the course of or incidental to your employment concerning the affairs or the property of the Company, or any activity, business or transaction in which the Company may be or may have been concerned or interested whether directly or indirectly.
6. Any revision in the CTC of the Trainee that may be introduced by the Company during the period of your training, will, however, not be extended to you.
 7. During the period you will be required to submit a periodic report, indicating the exposure received and your observations, to the persons under whom you will be receiving training. A copy of the said report should also be sent to the HR Department through the H.O.D. where you are undergoing training.



20-Aug-2021

Roshan Kamalkishor Zanwar

Triguni Ward NM 04

Jalgaon Jamod Maharashtra - 443402

India

25

Letter of offer

Dear Roshan,

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-Phursungi** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,47,325 (Indian Rupees Two Lakh Forty Seven 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 **23-Aug-2021**.

Place of work: Your place of work will be **Pune-Phursungi**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Accepted at



25

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all days. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you choose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, upskilling or on-the-job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The foregoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests a significant amount of efforts and costs on such trainings and you will appreciate that in case you are not able to meet the required norms during training or clear the aforesaid assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves the right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on-the-job skill enhancement / interactive programs / upskilling programs / guidance required to discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the

For WNS Global Services Pvt. Ltd.

Accepted at



Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.

- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting the role that is offered to you.
- k. You will automatically retire from the services of the Company on completing the age of 58 years.
- l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
- m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

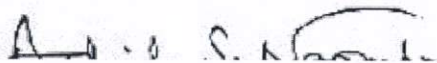
- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonials verification. The Company shall, at its discretion conduct background reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever your offer / employment will be treated as null and void ab initio. In such eventuality you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Accepted and



Annexure I

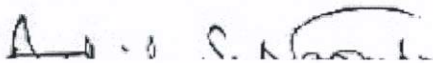
1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hal Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Accepted at



NOTE:

- The same document may be used as proof for more than one of the above requirements.
 - Original copies to be brought along with copies for the purpose of verification.
2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

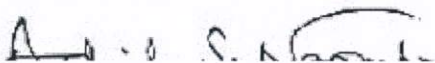
1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESI component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominee for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSF) if allocated.

For WNS Global Services Pvt. Ltd.

Accepted at



Annexure II			
Name	:	Roshan Kamalkishor Zanwar	
Title	:	Associate - Ops	
Role Band	:	A	
BU/EU	:	Travel	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		8,325	99,900
House Rent Allowance		4,163	49,956
City Compensatory Allowance		1,857	22,284
Sub Total - I	A	14,345	1,72,139
Bonus / Incentive (4)	(a)	2,390	28,679
Company's contribution to Provident Fund (1)		1,222	14,664
Company's contribution to ESI (3)		544	6,528
Sub Total - II	B	4,155	49,869
Total Fixed Pay	C = A + B	18,500	2,22,008
Bonus / Incentive at Maximum Level (4)	(b)	4,500	54,000
Gross Pay (CTC) at Minimum Level	D = C	18,500	2,22,008
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	20,610	2,47,327
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) Mediclaim 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 month 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.

Accepted at

(Handwritten Signature)

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalppet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: August 5, 2022

Private & Confidential

Akshay Dnyaneshwar Kadam

1517, Shukrawar Peth, Near bhuthkar haud ,Pune
Flat no. 1 Sr no.25 Shreya apartment ,gurudatta so,
Pune,
Maharashtra,
India - 411002

Document ID - 35d5477c-bcc6-4147-9d67-2464a0e2fe2d

Dear Akshay,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- kartikeyasati.pansa@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Signature of the employee

HCL

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor
of Blocks 3, No.33, Old Mahabalpuram Road,
Navalur Village and Panchayat, Thirupurur Panchayat Union,
Chengalpet Taluk, Kancheepuram Dist.
Chennai – 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidal Park Colmbatore Limited (TPCL),
Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Bulking 7,
Survey No. 144 & 145, Samrat Ashoka Path,
Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective , discriminatory or unethical actions.

Signature of the employee

HCL

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpattur Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation**

Signature of the employee

HCL

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Review shall be deemed to be changed with the change in position / process / function.

- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited employee**.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

Signature of the employee

HCL

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - cum - service agreement. You may also be required to furnish at least one surety

Signature of the employee

HCL

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.

Signature of the employee

HCL

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers
 - Salary certificate from your present and previous employers
- Please ensure to accept the Online offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

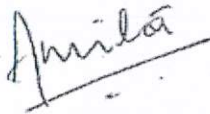
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Amrita Das
Senior Vice President
Head-Global Rewards

Signature of the employee

HCL

Date: 9th August 2021

Dear Mr. **Bhalawane Rushikesh Dilipkumar**

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 240000 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.

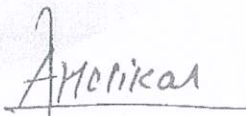
Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

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

36

121

62



genpact
Transformation
Happens Here

Dated: 12/01/2022

OFFER LETTER

To

Bhakti Shirish Wagh

Address: Pune

This is with reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "Associate - Band 5A" at our Pune office with effect from **January 18, 2022**. You will be based at our office in Pune, India. Your appointment letter and the salary sheet will be given to you on the date of your joining.

Your fixed gross annual income will be **INR 240,000/- Per Annum**.

The break up of the income is attached herewith as **Annexure A**. Income tax or any other applicable tax/cess or contributions will be deducted at source from the payments made to you.

We request you to submit the copies of the following documents within one week of offer acceptance and bring copies on the date of joining and also carry the original documents with you.

- Copy of recent resume,
- Passport Size Photographs (colored) - 1 nos.
- Copy of the Academic Certificates like HSC, Graduation, Post-Graduation or any other degree diploma courses.
- Copy of Address Proof
- Copy of PAN Card - 2 nos.
- Copy of Adhaar Card - 2 nos.
- Copy of Passport - 2 nos. (if any)
- A cancelled cheque with name printed on it (of any bank)
- Copy of Experience Certificates and Relieving Letter from previous Employer.
- Copy of Form 16 or last 3 months salary slips.

We trust that the information and supporting documents 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.

Rage Frameworks India Pvt. Ltd.

T:02041 413000

CIN: U65929PN2005PTC021646

Regd. Off.: Nyati Tech Park, 1st Floor, Wing A& B, Survey No. 9/2/10/1/2/3/5, Wadgaonsheri, Pune- 411014, Maharashtra, India

www.rageframeworks.com

63

Date: 9th August 2021

Dear Mr. Kondalwade Vivek Prakash

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 240000 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.

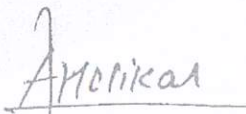
Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

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

Dated: 15th November 2021

Rupesh Bidkar

Dear Rupesh,

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you full-time employment in the position of **Trainee Associate** at Perennial Systems (hereinafter also referred as "Perennial" or "Company") post probationary period. Accordingly, you are placed in **Business Development Track**.

During your tenure with Perennial you are expected to perform a role as may be deemed fit by the organization and business needs. Perennial encourages employees to sharpen and enhance their competencies by providing various roles.

The validity of this offer is conditional upon receipt of your acceptance to this offer and based on your joining on **15th November 2021** as mutually agreed.

The terms and conditions of this offer for employment are:

1. Remuneration

- a) Your annual cost to company remuneration package will be **INR 2,40,000.00/- per annum**. A detailed break up of your annual gross salary is given in 'Annexure A'.
- b) Salary will be paid into your salary account by the last day of each month.

2. Increments and Promotion

The remuneration will be subject to annual review, or at such times as may be appropriate. Your growth in Perennial and increments in the salary will depend solely on your performance and contribution to the Company. You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

The increments (salary revision) and promotion will be driven as per the Performance Management section in the Company Policy document.

3. Probationary Period

Every person accepting employment at Perennial will have to serve a Probationary period before getting permanent employee status with Perennial. Upon satisfactory completion of *probationary period with satisfactory performance, your employment will be confirmed and communicated to you in writing*. The Probationary period is considered as successfully completed only after receiving the confirmation letter.

During the probationary period, the employee will not be entitled for Paid Leaves (Refer to Leaves section from the Company Policy Document for more details).

As per the policy your probationary period is of **six months**, from the date of joining.

4. Place of Work

Your place of posting will be in **Pune**, however, should a need arise you may be transferred or expected to travel to any of our / client offices.

5. Leaves

- i. **Paid Leaves (PL):** All permanent employees are eligible for 16 paid leaves annually provided on pro-rated basis.
- ii. **Emergency Leaves (EL):** All employees are eligible for 5 emergency leaves annually.
- iii. **Non Paid Leaves (NPL):** For employees on contract or on probation or serving notice period are not entitled for PL's. Any leaves taken during this period will be taken as Non Paid Leave.
- iv. **Public Holidays:** Are applicable to all employees.

To get more information on leaves please refer to Leaves section in the Company Policy Document.

6. Notice of Termination

- a) Termination of employment by employee shall be three months' notice in writing or payment in lieu of notice. Such notice may not be offset by unused leave.
- b) Termination of permanent employment by Perennial shall be one month's notice in writing or payment in lieu of notice. Termination of employees on probation or on contract will get one-month notice period. Such notice may not be offset by unused leave.
- c) If your actions at any time constitute a serious breach of Perennial's standards of behaviour like (Breach of confidentiality or IP related obligations, Violation of law, Gross Misconduct, Material breach of Company policy), Perennial may end this contract and terminate your employment immediately without any compensation.
- d) This appointment letter is issued on the understanding that all the information given by you in the application / employee data form / during the interview or data provided prior to and / or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly suppressed any information, the company will have the right to terminate your appointment with us any time without any compensation.

7. Working Hours

The Company observes a six-day working week (Monday to Saturday) with weekly off on Sunday. The general work timings are as follows:

- a. The Company observes 08 hour work day* which excludes the 30-minute break for Lunch / Dinner and another 30-minute for Snacks in the total working hours.
- b. Depending on the project contingencies; like synchronizing with the global time zone, delay in delivery deadlines, client emergencies for specific project, the working days/hours for specific associates (employees) or groups of associates may be modified / altered / extended from time to time.
- c. All employees shall work for a minimum of 48 hours a week from Monday to Saturday, excluding all breaks.
- d. The company allows a certain degree of flexibility in working hours for all employees, provided it does not harm any project or other team member's work and the weekly work hours are achieved. This flexibility in working hours should not be misused.
- e. General clock-in work timings for various roles are as follows:

Roles	Expected clock-in time
Technical Team / Admin / HR	9:00 AM – 10:00 AM
Project Management / Business Analysts team	9:30 AM – 10:30 AM
Business Development or Support & Marketing Team	9:00 AM – 10:00 AM

**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

Date: 17-Dec-2021

Sayali Dubey,
Lane no. 7 near Sanas
Dudh Dairy Karve Nagar

PUNE-411041.

Subject: Employment Letter

Dear Sayali,

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 28-Dec-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

Infosys®
Navigate your next

28-April-2021

HRD/InfosysBPM/1001912298

Mr. Rohan Khaladkar

Indira Shankar Nagari, Bldg no S-12, Flat no.10 Sharda Society, Kothrud, Pune-411038

STRICTLY PRIVATE & CONFIDENTIAL

Dear Rohan Khaladkar,

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 | : | 30-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 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

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Date: 01 Nov 2021

Mr Kalpesh Dhage
C9 3Rd Floor Venkatesh Heritage Behind Vithal
Mandir Near Daate Mandavale Opposite Katakir Karvenagar Pune
411052 411052

Employee No: 2250417
Dear Mr Kalpesh Dhage

Engagement Letter

We are pleased to appoint you in our organization as Trainee DMA Sales subject to the following terms and conditions:

1. With reference to your application to be appointed as Trainee and the subsequent interviews you had with us, we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 01 Nov 2021 to 28 Feb 2022 subject to the following terms and conditions:
2. Your training engagement shall be automatically terminated on 28 Feb 2022 or it can be terminated earlier with a notice period of 3 days or compensation in lieu thereof.
3. You will be paid a stipend of Rs. 19370 (One time compensation) subject to ESIC Contributions if applicable. If the monthly stipend payable is more than the ESIC Statutory Salary limit or if you undergo training in a ESI Scheme nonimplemented area, you would be covered under the Company's Group Employees' Compensation Insurance Policy.
4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from timetotime.
5. There is no guarantee of employment to be given to you after the completion of the training engagement.
6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.
7. You will adhere to punctuality and shall learn the trade/work diligently.
8. You will not be entitled to Bonus and other benefits as applicable to regular employees.
9. Please return the copy of the Engagement Letter after affixing your signature at the appropriate place on the office copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. In case we do not receive your acknowledgement copy within a period of 5 days from the date of joining, your training assignment with TeamLease with the acceptance of the the stipend payable to you will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and agreed



(Authorized Signatory)

Signature and date:

Name: KALPESH DHAGE

Date: 18-02-2021

To,
Ms. Mamta Mallikarjun Swami
AP: Hasurchampu
TAL: gadhingalaj, Dist: Kolhapur,
PIN: 416501 (MH)

Mobile No.: 8637765328
Emp Code: ENT00252

Sub: Appointment Letter

Dear Mamta,

We are pleased to offer you employment to work as "First Impression Manager" on deputation with our client **Entertainment Network (India) Ltd. (Radio Mirchi)**. For a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period from **18-02-2021** to 17-08-2021. 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 assignment 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's company to do work pertaining to or incidental to the client's business.
4. 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.
5. You will be governed by the conduct, discipline, rules and regulations as laid down by the client.

Regd. Office : 212, 2nd Floor, Prabhadevi Estate, Veer Savarkar Marg, Prabhadevi, Mumbai - 400 025.
Tel: +91-22-6629 7800 / 81, Fax: +91-22-2436 4352 • www.lobostaffing.com • CIN : U74140MH1996PTC102649

OUR PRESENCE : • MUMBAI • BANGALORE • VADODARA • CHENNAI • KOLKATA • NEW DELHI • PUNE • SECUNDERABAD



(96)

6. 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:
- CV and 4 passport size photograph
 - Proof of age
 - Certificate of Educational Qualifications
 - Experience Certificates from previous employer
 - Release from previous employer
 - A copy of your present salary slip and 2 references with telephone and e-mail contact
7. The salary will be paid to you for the number of days present (including weekly off) during the month and subject to the receipt of payment from **Entertainment Network (India) Ltd. (Radio Mirchi)**. (To which you have been deputed).
8. This contract shall be terminable by either the Client or you, by giving **1 Month notice** in writing or salary on lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the Lobo Staffing Solutions Pvt. Limited family. As a new entrant, we would like you to whole-heartedly contribute in this process.

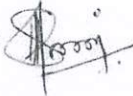
As a token of acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,
For Lobo Staffing Solutions Pvt Ltd.



I hereby accept the above-mentioned terms and conditions.

Name: Mamta Mallikarjun Swami

Signature: 

Date: 18/02/2021

Annexure I

Name : Ms. Mamta Mallikarjun Swami
 Designation : First Impression Manager
 Location : Kolhapur
 State : Maharashtra
 Start Date : 18-02-2021
 End Date : 17-08-2021

Components	Amount
Basic+DA	14225
HRA	711
Adv. Bonus	1185
Gross Salary (A)	16121
Benefits: (B)	
PF Employer - 13 %	1950
ESIC Employer - 3.25%	524
Insurance & Other Charges	100
CTC (A+B)	18695
Deductions: (C)	
PF Employee - 12%	1800
ESIC Employee - 0.75%	121
Professional Tax	200
Net Take Home Salary	14000



'The Basic shown in the Salary Structure enclosed is inclusive of the Minimum payable Dearness Allowance declared by the State Government'

I hereby accept the above-mentioned terms and conditions.

Name: Mamta Mallikarjun Swami

Signature: 

Date: 18/02/2021

43



genpact

Transformation
Happens Here

Date: 21/08/2021

APPOINTMENT LETTER

72

To

KHATAL RUSHIKESH TUKARAM

Employee ID: 607415

Address: HOUSE NO 65, AT JAWALGA POST KHAROLA TQ RENAPUR DIST LATUR, , , Latur, Maharashtra, India - 413512

Dear KHATAL RUSHIKESH,

This is with reference to the offer letter provided to you pursuant to your application for employment in Rage Frameworks India Pvt. Ltd. ("Company") and subsequent interviews you had with us. We are pleased to appoint you as "Associate – 5A" with effect from 21/08/2021 on the following terms and conditions.

TERMS AND CONDITIONS:

1] SALARY:

Your Gross Annual salary will be INR 2,20,000/- as more fully stipulated in Annexure "A". Any performance based bonus referred in the said Annexure is only for a representative purpose and payable to you at a sole discretion of the Company management and you shall not claim the said bonus as a matter of right.

2] WORKING HOURS AND PLACE OF WORK:

Your posting will be at our Pune office, India. However, the Company may direct you to work and reside at such places outside Pune or India as may be required from time to time. Also, the Company may direct and require you to work at any other place and to undertake such other duties as the Company may lawfully require. The official travel if required will be covered under travel reimbursement policy. The working hours applicable to you will be governed by the Company's Human Resource Manual. There may be requirement sometimes to work beyond scheduled working hours due to exigencies of the Company in accordance with statutory requirements.

3] PROBATION:

3.1 Your initial period of three (3) months extendable to such further period as the Company may so decide shall be considered as the probation period. (Hereinafter referred to as the "Probationperiod"). In this regard, the Company's decision shall be final. During this period, your appointment can be terminated by the Company forthwith without assigning any reason thereof.

3.2 During the ProbationPeriod, your performance, attendance, discipline, behaviour, relationship with superiors, peers and subordinates, among other things shall be closely assessed by the Company, based on which the Company may extend the probation or terminate your appointment accordingly. In this regard, decision of the Company shall be final and binding upon you.

3.3 You shall not have any lien on the job or post for which you are being trained nor shall have any claim to be appointed against permanency or regular vacancy, if so accrues.

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R.khatal (Aug 20, 2021 14:06 GMT+5.5)

21/08/2021

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Regd. Off.: 1st Floor, B1 Cerebrum IT Park,
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72

3.4 You shall not undergo training / probation or work with any other entity during your training/ probation period with the Company.

4) CONFIRMATION OF SERVICE:

4.1 Your services at the end of the Probation Period shall be treated as confirmed unless specifically extended by the Company in writing

5) DUTIES AND RESPONSIBILITIES

The duties and responsibility entrusted upon you shall be as per the requirement of the project and as per client's instruction. You shall adhere to perform all the tasks assigned to you with diligence and caution and shall at all times maintain discipline in performance of your work.

6) DEPUTATION/TRANSFER:


You may be deputed or transferred to any other office of the Company in India or abroad or at client's site, if necessary. At the time of transfer you will be placed appropriate grade and scale applicable at the place of transfer, keeping in view that your existing salary and grade are not reduced.

7) INTELLECTUAL PROPERTY RIGHTS

In the event on behalf of the Company, you generate, author or contribute to any invention, expression, design, goodwill, reputation, trade name, new development device, product, process or method, whether or not registered or applied for and whether or not reduced to practice, any copyrightable work, trademark, or any other intellectual property, any trade secret, any other Confidential Information, or any information that gives the Company, an advantage over any competitor, or similar or related developments or information related to the Company's, present or future business (collectively "**Intellectual Property**"), you acknowledge that all such Intellectual Property will be the exclusive property of the Company.

You hereby further acknowledges and agree that:

- i. The Company shall be entitled to all right, title and interest in every intellectual property that may be developed and/or created by you during the subsistence of your employment with us.
- ii. Any copyrightable work prepared in whole or in part by you will be deemed "a work made for hire" under all applicable laws, and the Company, will own all of the rights comprised in the copyright therein.
- iii. You hereby assign to the Company or its parent, affiliate, subsidiary or any of its sister concerns, as applicable, and their respective nominees, successors and assigns, all rights, title and interest to all Intellectual Property.
- iv. You will promptly and fully disclose all Intellectual Property to the Company and will cooperate with the Company to protect the Company's or its parent, affiliate, subsidiary or any of its sister concerns, as applicable, interests in and rights to such Intellectual Property (including, without limitation, providing reasonable assistance in securing patent protection and copyright registrations and executing all documents as reasonably requested by the Company, whether such requests occur prior to or after termination of your employment with the Company).
- v. You shall execute and file any document related to any Intellectual Property requested by the Board, including applications, powers of attorney, assignments or other instruments which the Board, as applicable, deems necessary to apply for any patent,


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copyright or other proprietary right in any and all countries or to convey any right, title or interest therein to any of the Company's, nominees, successors and assigns.

- vi. All existing and/or future Intellectual Property that the Company owns and possesses shall remain under the sole and exclusive ownership of the Company and merely granting an access and/or allowing you, to work upon or further develop such intellectual property shall not be construed as granting any sort of license, assignment or creating any right or interest or co-ownership to you in respect of the said Intellectual Property or any improvement thereon.
- vii. During the period of your appointment and even thereafter, you shall not at any time either directly or indirectly:
1. Use the Intellectual Property rights of the Company unless otherwise specifically authorized in writing.
 2. Communicate to any unauthorized person about any Intellectual Property rights concerning the Company's business, thereby causing loss to the Company.
 3. Print, copy, possess or take away any documents or data pertaining to the Intellectual Property of the Company other than as necessary in the course of your duties.
- viii. If you become aware of any infringement of the Company's Intellectual Property by any of the Company's employees, ex-employees, co-employees, agents, you shall promptly notify the Company about the same and give the Company all reasonable assistance in connection with any proceedings which the Company may institute against any such persons.
- ix. The provisions of this clause shall survive the cessation or termination of your employment with us.

8] CONFIDENTIALITY:

8.1 For the purpose of this clause, 'Confidential Information' shall mean and include all non-public and proprietary information, in whatever form (whether tangible, verbally communicated, physically and electronically communicated or disclosed in writing or otherwise including without limitation information disclosed by samples) which has been or will be disclosed by the Company to you, during the term of your appointment relating to Company's businesses and the businesses of customers, including its parent, affiliate, subsidiary or any of its sister concerns, of the Company, including, but not limited to: products or services; fees, costs and pricing structure; designs; analyses; drawings; photographs; reports; computer software, including operating systems, object codes, source codes applications, program listings, flow charts, manuals and documentation; data bases; business and operating plans; accounting and business methods; budgets; inventions and new developments and methods, and whether or not reduced to practice; formulas; all copyrightable works; the customers of the Company, including its parent, affiliate, subsidiary or any of its sister concerns, and such customers' Confidential Information; and other data and other information relating to the Company.

However, the term "Confidential Information" shall not include information that:

- a. is or become known to the public through no fault of the employee; or
- b. is known by the employee prior to its receipt hereunder; or
- c. Become known to the employee by disclosure from a third party who has the lawful right to disclose the information; or
- d. is subsequently developed by the employee independently by an employee or consultant or the employee who had no knowledge of the confidential information disclosed hereunder, provided always that the employee can demonstrate to the Company's reasonable satisfaction that such employees or consultants did not have prior access to the Company's information.

8.2 'Trade Secret' shall mean and include such confidential information which will be disclosed from time to time during the period of your appointment.

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8.3 Further:

- a. You acknowledge and agree that nothing contained in this appointment letter shall be construed as granting any confidential information to you, by license or otherwise during the course of your probation or employment.
- b. You shall not during the period of your appointment and even thereafter, either directly or indirectly:
 - i. Disclose and divulge any confidential information to any third Party.
 - ii. Communicate to any third Party or any other unauthorized person or company any confidential matter concerning the Company or the business.
 - iii. Communicate upon any matter concerning the confidential information to any of the company's customers, suppliers, bankers, competitors, ex-employees or other persons with whom the Company does the business, except as instructed in the course of his/her duties.
 - iv. Use the benefit of any trade secret/s of the Company.
 - v. Print, copy, possess or take away any confidential information of the Company other than as necessary in the course of your duties.
- c. If you become aware of any breach of confidence by any of the Company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the Company and give the Company all reasonable assistance in connection with any proceedings which the Company may institute against any such persons.
- d. The provisions of this clause shall survive the abandonment or termination of your appointment.

9] REMEDIES FOR BREACH OF INTELLECTUAL PROPERTY AND CONFIDENTIALITY:

9.1 You agree and acknowledge that breach of confidentiality and/or intellectual property clauses stated hereinabove may result in an irreparable injury and damage to the Company which will not be adequately compensable in terms of monetary damages. The Company will have remedies available to it at law or in equity to obtain such preliminary, temporary or permanent, mandatory or restraining injunctions, order or decrees as may be necessary to protect the Company against any breach committed by you of the provisions contained herein.

9.2 Notwithstanding anything contained in clause 9.1 above, you shall reimburse the Company with liquidated damages and reasonable legal fees and other costs, if any, etc. incurred by the Company in enforcing the provisions of this appointment letter.

9.3 You agree and acknowledge that any disclosure, misappropriation, conversion or dishonest use of the said confidential information shall, in addition to remedies mentioned above make you criminally liable for breach of trust u/s 405 of the IPC and such other offence depending upon the criminal act.

10] UNDERTAKINGS:

You hereby undertake to the Company that:

10.1 All the representations made by you with respect to the academic qualifications and/or experience are absolutely true and correct. Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per Company policy and this appointment is conditional upon the result of such checks. In the event the results of such background / reference

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checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, terminate this appointment letter at any time.

10.2 You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

10.3 Service will be provided in a timely and professional manner and in accordance with the time schedules reasonably stipulated by the Company. Your service shall be in conformity with the standards generally observed in the Company for similar services and will be provided with reasonable skills and care;

10.4 You shall not, without the prior written consent of the Company, accept any commission, salary, gift, other financial or material benefit or inducement from any customers, suppliers, consultants, or vendors past, existing or potential;

10.5 You will not distribute unwarranted copies of confidential information to any of the Company's Supplier/sub-contractor/consultants/customers, potential customers or any unauthorized party.

10.6 Whilst employed by the Company, during probation period or after confirmation:

- a. you will not be permitted to undertake any full-time or part-time employment or engage in any external activities of a commercial nature without prior written approval of the Company.
- b. you confirm that you have disclosed fully all of your business interests in the Company - whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment

11] **NON COMPETE:**

During the period of your appointment and two (2) years thereafter, you shall neither directly nor indirectly whether as principal, agent, partner, employee or in any other capacity except with the express written consent of the Company:

11.1 Compete with business of the Company, and assigns and such other venture undertaken by the Company. Notwithstanding the foregoing, you shall be permitted to own up to one percent (1%) of the stock of a publicly-traded corporation which engages in a business which competes with the Company provided you have no other relationship with such corporation.

11.2 Compete with business of the Company using the Company's confidential information and/or trade secret in its embodied or disembodied form.

11.3 Interact with, solicit or endeavour to entice away any of the present/ex-employees, present/ex-consultants and/or present/ex-local/abroad vendors, clients/ customers, players/s of the Company, its subsidiaries, affiliates, successors and assigns with a view to start a competing business or work in a competing entity.

11.4 In the event of breach of this clause, the Company shall have remedies available to it at law or in equity to obtain such preliminary, temporary or permanent, mandatory or restraining injunctions, order or decrees as may be necessary to protect the Company against any breach committed by you of the provisions contained herein.

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12] NON- SOLICITATION:

During the period of your appointment and two (2) years thereafter, you shall neither directly nor indirectly:

12.1 Solicit or accept, directly or indirectly: (a) any account, client or customer with whom the Company have conducted any business or for whom the Company have performed any services during the period of your employment with the Company; or (2) any person or entity who was a potential, client or customer of the Company as a result of contacts, including, without limitation, the exchange of proposals, having been made between the Company, through Employee or otherwise, and such person or entity prior to termination of your employment with the Company; and

12.2 Induce or attempt to induce any customer, supplier, licensee or other business relation of the Company to cease doing business with the Company, or in any way interfere with the relationship between any such customer, supplier, licensee or business relation and the Company.

12.3 In the event of breach of this clause, the Company shall have remedies available to it at law or in equity to obtain such preliminary, temporary or permanent, mandatory or restraining injunctions, order or decrees as may be necessary to protect the Company against any breach committed by you of the provisions contained herein.

13] ABANDONMENT:

13.1 You are not authorized to remain absent from probation/ duty for 8(Eight) continuous working days without prior written permission of the Company (including overstay of leave/training). The same shall be construed as "abandonment", which shall be treated as breach of this appointment letter.

13.2 Notwithstanding anything mentioned in clauses above, you acknowledge and agree that such abandonment can lead to your services being terminated by the Company without notice.

14] SERVICE RULES:

14.1 In addition to the terms and conditions mentioned in this Appointment Letter, the employment agreement, any other notification and/or attachment sent electronically and HR manual is/are binding on you. Such attachments, notifications shall be treated as implied terms and conditions of your appointment and any violation of the same shall amount to breach of the appointment letter.

14.2 The Company shall have every right to recover from you all damages (whether direct or exemplary and liquidated or not) caused due to the willful breach by you on any of the policies of the Company, during the period of your appointment hereunder.

15] TERMINATION

15.1 The Company shall have the right to terminate your services during Probation Period without assigning any reason as per the discretion of the Company with 30(thirty) days' prior notice in writing, and/or 90 (Ninety) days prior notice in writing to you in case your employment is confirmed with the Company, as applicable, or a payment in lieu of the applicable notice period.

15.2 In the event of Company having a reasonable ground to believe that you are guilty of misconduct, fraud, dishonest act, misappropriation of money, interference, insubordination, unauthorized absence, data theft, confidential information leakage, negligence, incorrect or false information, gross and/or willful under performance, found competing with the Company or its Affiliates, interacting with

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the clients, ex-employees of the Company or its Affiliates for any unlawful gains or with any other ulterior motives, cause any loss to the Company or have committed any breach of the provisions of this letter or employment agreement or any policy/ HR Manual of the Company, the Company shall have a right to terminate your employment services immediately without giving any notice or any monetary compensation.

15.3 Subject to the terms stated herein and upon your confirmation with the Company, you shall have the right to resign from your services only after giving 90 (Ninety) days prior written resignation notice to the Company (Hereinafter referred to as the "Notice Period"). In case of your failure to serve Notice Period with the Company, you shall be liable to pay an amount equivalent to 90 (Ninety) days Gross Salary in lieu of your Notice Period. The Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period. The Company shall however have the right, but not an obligation, to relinquish any of the conditions as per its sole discretion.

15.4 Notice to terminate the services will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.

15.5 In case after the probation period, your employment/service is terminated by reason of reconstruction or amalgamation of the Company and you are offered employment with any concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions substantially the same as of this appointment letter, then you shall not claim any damages/ compensation against the Company and you shall work in such restructured or amalgamated Company.

16] EFFECT OF TERMINATION/ ABANDONMENT:

16.1 In the event of termination as per clause 15.2 above or abandonment of probation or service, you shall be liable to pay liquidated damages and you shall also reimburse the Company with the following:

- a. All expenses including payment towards stay at the Company's accommodation as applicable, traveling, board, lodging and other incidental expenses incurred by the Company on your training, if provided/ further experience.
- b. Any outstanding amount provided/ paid/ disbursed to you by the Company irrespective of completion of final settlement.

16.2 In case of failure to pay the liquidated damages and make good the losses caused to the Company, the Company reserves all its right to set-off and/or exercise its lien over any money/compensation payable to you under this appointment letter or any subsequent documents entered by you and the Company or any other policy of the Company. The Company may also further initiate appropriate legal actions, civil or criminal for recovery of any loss or damage contemplated.

6.3 On termination of your appointment on any ground whatsoever;

- a. All rights and obligations to be fulfilled by you and the Company under this appointment letter shall automatically terminate except for such rights of action as shall have accrued prior thereto and any obligations which expressly or by implication are intended to come into or continue to be in force on or after such termination.
- b. You are obliged to complete all the pending projects and task of the Company even after the termination of your appointment.
- c. At your expense, you shall promptly deliver to the Company all copies and originals of the confidential information, property and other related documents and papers, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes,

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data and the like, intellectual property rights owned by the Company, and such other information and all other hard and soft versions of any materials or information made known to you during your appointment with the Company and/or then in your custody or possession or under your control, relating to the clients business affairs or the affairs of the Company, its subsidiaries, affiliates, successors and assigns.

17] INDEMNITY:

17.1 You shall at your own expense, indemnify, defend and hold harmless the Company, its subsidiaries, affiliates, successors and assigns, from and against any and all liability suffered or incurred (including but not limited to liabilities, judgments, damages, losses, claims, costs and expenses, including reasonable attorney fees and expenses) or any other loss that may occur, arising from or relating to:

- a. Non-performance, inadequate performance, breach of any of the terms, conditions, covenants, representations, undertakings, obligations or warranties under this appointment letter, or any other policies framed by the Company from time to time;
- b. Loss, misappropriations, misuse or damage to the documents or instruments of the Company that are in your possession;
- c. Causation of any damages to the clients/customers of the Company through any of your acts or omissions;
- d. Contravention of any laws including international law and practices, as may be applicable from time to time, or industry practice;
- e. Legal risks including but not limited to exposure to fines, penalties, or punitive damages resulting from supervisory actions, as well as private settlements due to your omissions and commissions.

17.2 The provisions of this clause shall survive the termination or abandonment, as the case may be.

18] GENERAL PROVISIONS:

18.1 On separation you will return all property of the Company handed over to you in your custody in serviceable condition and obtain 'No dues Certificate' from your department Head for the settlement of your accounts

18.2 The Company reserves the rights to deduct the money value of such items from your emoluments and/or can take such other action as it deem proper in the event of your failure to account for them to the satisfaction of the Management.

18.3 You must keep the Company informed about any change in your residential address.

18.4 A copy of the HR manual will be made available for your reference. A list of holidays will be made available to you at the end of previous calendar year or beginning of each calendar year. Save as aforesaid, all the provisions of HR Manual shall be applicable to you mutatis mutandis.

18.5 The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

18.6 Any and all disputes arising in connection with the appointment letter and services shall be referred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 by a Sole Arbitrator appointed by the Company. The venue of the Arbitration shall be **Hyderabad** and the language shall be English. You agree to submit yourself to the exclusive territorial jurisdiction of Courts at **Hyderabad**.

This appointment letter is issued in duplicate. Please sign the duplicate copy of this letter as acknowledgement of your acceptance of the

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R.khatal (Aug 20, 2021 14:06 GMT+5.5)
21/08/2021

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above terms and conditions of your employment with us.

We welcome you to our Company and are sure that your joining us will enhance our mutual interests.

Wish you a happy association with our Company.

Yours sincerely,

For Genpact

Accepted and Agreed



R.khatal
R.khatal (Aug 20, 2021 14:06 GMT+5.5)
21/08/2021

Akhilesh KVD
Senior Vice President – Human Resources

KHATAL RUSHIKESH TUKARAM

I have read, understood, and accepted out of my own free will, the terms and conditions mentioned aforesaid.

Sign: *R.khatal*
R.khatal (Aug 20, 2021 14:06 GMT+5.5)

Place: Pune

Name: KHATAL RUSHIKESH TUKARAM

Date: 21/08/2021

R.khatal
R.khatal (Aug 20, 2021 14:06 GMT+5.5)
21/08/2021

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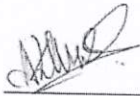
Annexure A
COMPENSATION DETAILS

Name	KHATAL RUSHIKESH TUKARAM
Band	5A
Designation	Associate
Location	Pune
Components	Amount (per annum)
Basic	INR 1,80,000/-
Company Contribution to Provident Fund (PF)	INR 21,600/-
Housing Rent Allowance	INR 18,400/-
FIXED PAY	INR 2,20,000/-
Benefits	Amount (per Annum)
Life Insurance	INR 14,00,000/-
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act
Personal Accident/Disability Insurance (For Employee)	INR 14,00,000/-
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	INR 8,654/-
Other Attractions	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

Notes: Rage reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.


Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.

For Genpact




Akhilesh KVD
 Senior Vice President – Human Resources

Accepted and Agreed


 R.khatal (Aug 20, 2021 14:06 GMT+5.5)
 21/08/2021

KHATAL RUSHIKESH TUKARAM


 R.khatal (Aug 20, 2021 14:06 GMT+5.5)
 21/08/2021

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EMPLOYMENT AGREEMENT

THIS AGREEMENT is made

BETWEEN

Square Yards Consulting Pvt. Ltd.

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

AND

Kapil Awadhesh Gupta, S/o. Sh. **Awadhesh Gupta** R/o. At. Po. Dhulghat Road, Tq- Dharni, D- Amravati, Maharashtra (herein after referred to as the "the Employee" which expression shall include its successors and assigns) of the other part;

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

1. DEFINITIONS AND INTERPRETATIONS

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

2. TERMS OF EMPLOYMENT

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

3. NATURE OF EMPLOYMENT AND DUTIES OF EMPLOYEE

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

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

4. HOURS OF EMPLOYMENT

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

5. PRESENT POSTING AND FUTURE TRANSFERS

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

6. REMUNERATION, BENEFITS AND DEDUCTIONS

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

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

7. PROBATION PERIOD & CONFIRMATION OF EMPLOYMENT

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

8. LEAVES & HOLIDAYS

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

9. TERMINATION

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

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

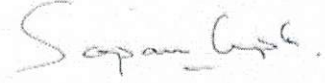
10. GENERAL

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

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

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

All Terms and Condition
Accepted:



Authorised Signatory

Date

(Name of Employee)

CONFIDENTIALITY AGREEMENT

In consideration of an Employee's employment with The Company, employees will be exposed to information and materials relating to the affairs, transactions, operations, methods of doing business, research and development, know-how, customers, trade secrets, financial methods, computer programs, and other confidential or proprietary information or trade secrets of the Company, its Associated Companies, Business Partners, Distributors, Resellers, Customers and End-Users. An Employee agrees to take all appropriate action, whether by instruction, agreement or otherwise, to ensure the protection, confidentiality and security of the Confidential Information of the Company.

1. Under CONFIDENTIALITY, Employee agrees:

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

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

2. INTELLECTUAL PROPERTY shall include:

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

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

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

3. EXCLUSIVITY OF SERVICE shall include:

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

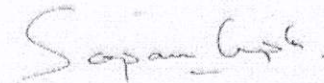
4. AGREEMENT NOT TO COMPETE OR SOLICIT shall include:

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

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

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

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



Authorised Signatory

Date

All Terms and Conditions
Accepted:

(Name of Employee)

ANNEXURE A

PARTICULARS OF EMPLOYMENT

The Company: Square Yards Consulting Pvt. Ltd. Corporate Address: B-3/96, Safdarjung Enclave, New Delhi-110029	
The Employee: Kapil Awadhesh Gupta At. Po. Dhulghat Road, Tq- Dharni, D- Amravati, Maharashtra	
Job Title: Business Development Executive	
Compensation: - Annual Gross CTC: 250,000	
Employee ID: SQY19931	Department: Primary Sales India
Job Location: Pune	Date of Joining: 25-Jun-2021
Notice Period: During Probation: 0 days After Confirmation: 15 days	

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

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

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

All Terms and Conditions
Accepted:



Authorised Signatory

(Name of Employee)

Date

ANNEX B- CTC Breakup

Kapil Awadhesh Gupta (SQY19931)

	Yearly CTC	Monthly CTC
CTC	250,000	20,832
Fixed Salary		
Basic	92,930	7,744
HRA	46,278	3,856
Performance Linked Allowances*		
Special Allowance	0	0
Lunch	0	0
LTA	0	0
Uniform Allowance	0	0
Children Allowance	0	0
Books & Periodicals	0	0
Telephone allowance	0	0
Car Running & Maint	0	0
Statutory Benefits		
PF (Employer Part)	11,152	929
LWF (Employer Part)	0	0
ESIC (Employer Part)	4,524	377
Earning		
Performance Linked Payout	95,116	7,926
Monthly Gross	234,324	19,526
PF (Employee Part)	11,152	929
LWF (Employee Part)	0	0
ESIC (Employee Part)	1,044	87
P TAX	2,400	200
PA Cover	180	15
Mediclaime	0	0
Net Pay	219,548	18,295

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

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

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

All Terms and Conditions
Accepted:

Sapan Gupta

Authorised Signatory

Date

(Name of Employee)



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Date: 29-10-2021

Ms. Priyanka Raghunath Shirsath
Shirur Mane Mittin Hole
Kundapur Taluka Kalthodu
Khambadakone Udupi
Karnataka - 576219

Dear Priyanka Raghunath Shirsath,

Subject: Appointment as Talent Acquisition Executive.

Further to our earlier letter, the Management is pleased to appoint you as Talent Acquisition Executive with effective from 08-November-2021.

Your monthly compensation will be Rs 18,462/- on the basis of Cost to Company which includes the following:

- 1) Provident Fund benefits by the Company.
- 2) Employee state insurance by the Company

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

- 01 Copies of Educational/Technical Courses
- 02 Copy of PAN Card
- 03 Copy of Passport
- 04 2 Passport sized photographs
- 05 Last pay slip
- 06 Resignation copy and relieving letter
- 07 PF and ESI declaration to be submitted at the time of joining.
- 08 Reference details - The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above-mentioned documents and subsequent to background verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully
For Fidelis Corporate Solutions Pvt. Ltd.,

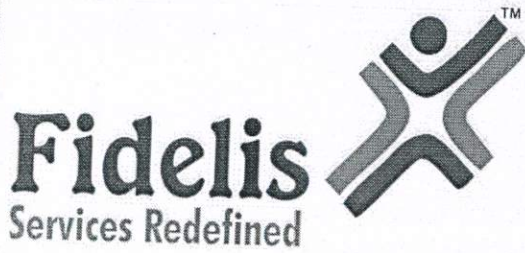


Udaya B Mestha
Sr. Manager - Hr & Client Engagement

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Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Annexure - A

Employee Name: Ms. Priyanka Raghunath Shirsath

Designation: Talent Acquisition Executive.

Date of Appointment: 08-November-2021

Details	Per Month(Rs)	Per Annum(Rs)
Basic	10,000.00	120,000.00
HRA	4,000.00	48,000.00
Stat,Bonus	833.00	9,996.00
Special Allowance	1,691.00	20,292.00
Gross Pay	16,524.00	198,288.00
Empl PF	1,200.00	14,400.00
Empl ESI	124.00	1,488.00
PT	200.00	2,400.00
Take Home	15,000.00	180,000.00
Comp PF	1,300.00	15,600.00
Comp ESI	538.00	6,456.00
Medical Insurance	100.00	1,200.00
Cost to Company	18,462.00	221,544.00

Note: CTC includes all allowances and statutory components (Employer & Employee contribution of PF, and Bonus paid as advance on monthly basis).

The salary is subjected to Income Tax deduction (if applicable) as per the regulation of the Government of India. Your salary is strictly confidential. The salary slip would be sent to your email ID provided in the resume submitted to us at the time of joining.

Salary is inclusive of all statutory payments and the same would be credited your account (Account Number to be intimated by you) in the form of amount transfer or cheque payment as the case may be.



Authorized Signatory

Acceptance by the Employee

Fidelis
Services Redefined



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Terms and Conditions

1. Duties and Responsibilities.

This is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. The work environment requires flexibility and you will need to undertake additional related duties from time to time, which may include local as well as overseas travel.

In addition to the above you shall perform such duties as the Employer may assign to you from time to time.

The Employer reserves the right to transfer you within its offices in India or abroad. The Employer may also transfer you from one department / unit to another (either existing or to be set up in future) or to a group entity of the Employer, at the Employer's sole discretion. Any such transfer shall be on the same terms and conditions as are specified herein. The Employer also reserves its right to depute you in any other company or entity, for providing the required services that may be decided between the Employer and the Company.

During the course of such deputation you will carry out all reasonable and lawful instructions given either verbally, in writing or through any electronic medium by the authority to whom you report to in the in the Company.

2. Responsibility on deputation:

During the course of your employment, the employer may depute you to work at their customer or business partner organizations. You shall not under any circumstance or at any point in time claim or demand to be on the rolls of the company where you are deployed, as an employee of that company or claim any benefits of employment from that company.

Any benefit or emolument that you may receive during your period of deputation in a company for providing services, shall not be construed to imply a employer -employee relationship between such company and you.

3. Conduct and Discipline:

You agree to devote your full business time, attention, skill, and effort exclusively to the performance of the duties that the Employer may assign to you from time to time. You may not engage in any business activities or render any services of a business, commercial, or professional nature, directly or indirectly, whether or not for compensation, for the benefit of anyone other than the Employer, unless the Employer has given its consent in writing in advance.

During your employment, you agree not to undertake any activity, which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty to the Employer.

You may not enter into any pecuniary obligations that would render you financially embarrassed. You will be expected to disclose certain financial transactions and agree to abide by the Employer's policies and procedures related to conflicts of interest, ethics and insider dealings.

You shall not sign any agreement, document or letter on behalf of the Employer, unless authorized in writing by Managing Director of the Employer. Please note that if you sign any such document without obtaining the requisite authorization, all obligations incurred in respect of the same shall be treated as your personal responsibility, and you shall indemnify and keep the Employer indemnified from all liabilities and responsibilities that may be incurred in connection with the same.

The Employer shall not be responsible or liable to any company to which you have been deputed for providing services, for any acts of misfeasance or malfeasance, committed by you during the course of your deputation in such company. You shall be personally responsible and liable to the company, for such acts of malfeasance or misfeasance that may be committed by you during your deputation in such company.

Fidelis
Services Redefined



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

You agree to comply with such rules and regulations as the Employer may adopt from time to time.

4. Termination:

Under this employment agreement you will have an option of terminating the employment. You may exercise this option by providing the Company Thirty days written notice. During the period covered by the Minimum Notice (the Notice Period), you (i) shall remain employed by the Company and its Subsidiaries and (ii) shall not commence employment with any other employer or directly or indirectly induce or solicit any client of the Company or any of its subsidiaries to terminate or modify its relationship with any of them.

Your employment may, however, be terminated forthwith without notice or payment in lieu of notice should you be found guilty of any breach or neglect of any of the terms of this letter, or of any of the duties expressed or implied in this letter or any duties which may from time to time be assigned to you by the Employer.

Termination could also happen if back ground verification is not clear. Any termination or resignation happening within a year of joining the organization would lead to a deduction of back ground verification charges incurred which is done by a Third-party vendor.

In the event of the termination of your employment pursuant to this clause, you shall be paid all remuneration which may be due to you till the date of termination and such amount shall be received by you in full satisfaction and discharge of all claims and demands whatsoever which you may otherwise have against the Employer in connection or arising out of this letter or your employment hereunder but without prejudice to any claim the Employer may have against you arising out of any breach or non-performance by you of any of these obligations under this letter.

Upon the termination of your employment for whatever reason, you shall immediately deliver to the Employer all records, documents, plans, letters, papers, computer files and other materials of every description (including all materials made or compiled by you, as well as to all materials furnished to you by anyone else in connection with your employment and all copies of or extracts of any such materials) within your possession or control relating to the affairs and business of the Employer.

5. Representations and Warranties:

You represent and warrant to the Employer that: (1) you are free to enter into employment with the Employer without violation of any third party rights and that your employment with Employer will not result in a violation of any agreement or restrictive condition you may have with any third party including any former employer; (2) you are not a party to any arrangement or agreement which will compromise your ability to carry out your duties for Employer; (3) all information provided by you to the Employer, including information set forth in your resume, information provided during the interview process and information in any employment application, is truthful and accurate; and (4) you will not disclose to the Employer, or induce the Employer to use, any confidential or proprietary information or materials belonging to any third party, including any previous employers.

6. Confidentiality:

In the course of your work for the Employer, you are likely to become aware of information which is commercially sensitive or valuable to the Employer (and/or its group entities) concerning its organisation, marketing, finance or other affairs.

You are precluded from:

Fidelis
Services Redefined



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

- Revealing any such information, directly or indirectly to anyone without express written authority of the Employer.
- Using or attempting to use such information in any manner which may injure or cause loss either directly or indirectly to the Employer (and/or its Group Entities) or any of its / their business (es).

You also agree to keep confidential all matters pertaining to your salary, increases in salary, any bonuses, stock options you may be granted, etc. The obligation to keep information confidential continues even after termination of employment.

7. Non-compete:

Your position with the Employer requires considerable responsibility and trust. Relying on your undivided loyalty, the Employer expects to entrust to you highly sensitive confidential, restricted, and proprietary information involving the Employer business. It could prove very difficult to isolate this confidential information from business activities that you might consider pursuing after termination of your employment with the Employer, and in some instances, you may not be able to compete with the Employer in certain ways because of the risk that the Employer's confidential and proprietary information might be compromised. You are legally and ethically responsible for protecting and preserving Employer's confidential information and proprietary rights for use only for the Employer's benefit, and this responsibility may impose limitations on your ability to pursue certain business opportunities that might interest you during or after your employment.

8. Coverage of Mediciam and Accidental Insurance:

You are covered under Group Medical Insurance and Accidental Insurance Policy while on duty, up to a maximum limit of Rs.100,000/- and a sum of Rs.100,000/- respectively per annum, subject to the terms and conditions of the Insurance Company.

9. Your salary is strictly confidential.

10. The offer is subject to satisfactory investigation of the following credentials produced by you at the time of joining.

- Proof of age;
- Entry Qualification Certificate(s);
- Salary and Services certificate(s) from the last employer.

11. All disputes are subject to Bangalore (Karnataka) Jurisdiction only

Other conditions of your engagement will be based on the rules in force and as modified from time to time.

DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of employment and I Undertake to abide by the said terms and conditions.

Name:

Signature:

Date:

USFB/HRD/2020-21

Date: August 25, 2020

Mr Rohit Kashinath Bhingardive (28227)

Address: S/O Kashinath Krishna Bhingardive, Flat no 2, Marvel Memories, NDA Road, Bavdhan, Ram Nagar, Pa
District: Pune, Pin: 411021

Sub: Letter of Appointment

Dear Rohit,

With reference to your job application, subsequent briefing/ discussions and interview, we are pleased to appoint you as **Relationship Officer- MSME** in the grade of **Executive (103)** in our organization with effect from **August 17, 2020** on the following terms and conditions

RemunerationThe monthly emoluments that will be paid to you, is detailed in **Annexure 1**.**Posting**

You are being initially posted at Pune-GB branch, Nagpur. However, you may be transferred to any divisions/ local office of the Company or subsidiary or group Company of UTKARSH, within the country, at the sole discretion of the management.

ReportingYou will report to the **Team Leader- MSME**.**Probation**As a **Relationship Officer- MSME**, you will be on probation for a period of six (6) months. You are required to put your best effort to perform on the job. At the end of the 6 months period your performance level will be evaluated. If your performance is found satisfactory, you will be confirmed in the job. However, if your performance is not found satisfactory, probation may be extended for further period of time as deemed fit by the company.**Exit Clause:**

- This contract of appointment can be terminated by either party by giving one month's notice or payment of one month's emoluments in lieu thereof during probation period and by giving one month's notice or payment of one month's emoluments in lieu thereof after confirmation of service.
- In your absence from duty without sanction for more than 3 days, you will lose lien on your appointment.
- Further, in case no enquiry or proceeding is contemplated against you and you remain unauthorized absent for more than 15 days, it shall be deemed that you are not interested in continuing with the Company and are delinquent in avoiding to submit formal resignation. In such circumstances,
- You shall be deemed to have resigned from service w. e. f. the date you are absent from service. you shall be entitled to pay the notice period salary.
- Even in case you leave the company, you will not use any information acquired during your tenure with the organization, for any purpose against or extraneous to the company's interest. Further all relevant material documents related to the company will be handed over by you, to company representative, along with company assets before separation from the company.



WS

Name: Rohit Kashinath Bhingardive

Employee ID: 28227

Work discipline and ethics:-

You will be governed by all the terms and conditions of service as stipulated by the company policies and proceed time to time. Non-compliance to the same will be considered misconduct and will attract actions as deemed fit.

If you are found withholding any information or providing the same to any third party, you will be disciplinary/legal action including penalties and compensation as may be deemed fit by the management.

You are expected to act in professional and competent manner in all aspect of your work be it performance, productivity or behaviour. The company expects from you the highest standard of integrity and conduct in all r

Throughout the duration of your employment with us, you will:

- Not engage yourself in any other full/part time employment or any business directly or indirectly.
- Since you are being trained to be as **Relationship Officer- MSME**, you need to learn to discharge the responsibilities accordingly. For your reference the job responsibilities of the as **Relationship Officer- IV** attached in **Annexure II**.

Security Deposit

An amount of Rs.1000/-per month will be deducted from your salary as security deposit. The deduction will maximum of Rs.10000/-. In case of termination/resignation/retrenchment, security deposit will be refunded a interest and subject to adjustment of any dues.

Undertaking

I have joined Utkarsh Small Finance Bank Ltd knowing it to be a financial services Company. I shall be liable reimburse to the company any loss or damage which is / may be caused due to my negligence, connivance or an criminal act or omission in performance of my duties. In case I fail to pay or deposit the aforesaid loss or dat company shall be entitled to recover the same like a civil recovery from me, as per procedure prescribed under la

Confidentiality

Data and information of the company should not be shared with anyone outside the company

Jurisdiction

All the dispute are subject to Jurisdiction of Varanasi Civil Court Only.

Welcome to UTKARSH family.

For

UTKARSH SMALL FINANCE BANK LIMITED



Ravi Ranjan Tiwari

Manager- HR & Training

Annexure II- Job Description: Will be provided separately

Distribution:

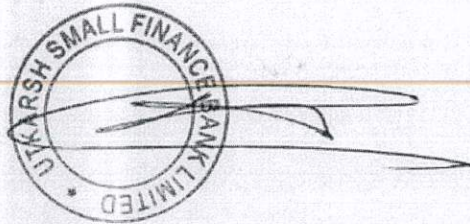
Personal File

I acknowledged with thanks the receipt of this appointment letter and accept the terms and conditions herein. I have joined the company on _____.

Signature:

Name:

Date:



Name: Rohit Kashinath Bhingardive
Employee ID: 28227

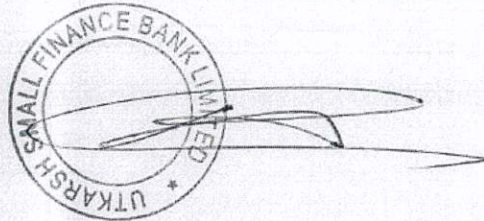
Salary Component	Rs. Per Annum	Rs. Per Month
Basic Pay	118200	9850
Statutory Bonus	18000	1500
Other Allowance	24000	2000
Graduation Allowance	24000	2000
Gross Salary	184200	15350
Employer PF	21600	1800
Employer Gratuity	5688	474
CTC	211488	17624

Non Cash Benefits:

- Leave & Leave encashment.
- Monthly performance payout/Annual performance bonus subject to performance of the cor applicable
- Medical Insurance
- Term Insurance
- Mobile Bills- As per the policy of the company

Please take a note that this salary structure is applicable to the place of posting as mentioned in the appc letter. In case your posting is changed from current location to other location, you will be eligible for th structure applicable for that location"

"Please note that breakup of structure of salary may be reviewed and there may be some change in the cor of salary. However, it will be ensured that there is no negative impact on your overall CTC".



August 25, 2020

Joining Report

It has been decided to post the under mentioned employee as follows

S.No	Name Of Staff	Staff ID	Branch Name	Date Of Appointment	Date Of Joining At Department	Signature Of E Manager/Rep Manager
1.	Rohit Kashinath Bhingardive	28227	Pune-GB	August 17, 2020	August 17, 2020	

The employee mentioned above has to join the department August 17, 2020

Please ensure joining

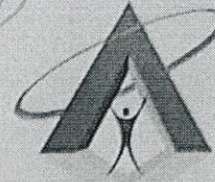
Your Sincerly,



Ravi Ranjan Tiwari

Manager- HR & Training

47



26

Date: 02nd August 2021

To,
Ms. Bhagyashree Balkrishna Kalre,
Flat No. 102, Building No. 15,
Nyati Estate, Mohammad Wadi,
Pune.

Subject: Appointment Letter

Dear Bhagyashree,

This has reference to your application and subsequent interview you had with us; we are pleased to inform you that you have been appointed as **Executive – HR (Recruitment)** with effect from **02nd August 2021** in our organization.

The salient terms & conditions of your employment with us are detailed in this letter.

1. You will be paid annual salary (cost to company) **Rs. 2,05,200/-** (Rupees Two lakh Five Thousand Two Hundred p.a. Only). Details of your salary Structure as per the Annexure is attached with this letter.
2. You will be initially on probation for a period of 6 (six) months from the date of joining. This period may be extended, at the absolute discretion of the Company. If the Company is not satisfied with your work or conduct, your services shall be liable to terminate without any notice during or on completion of the probationary period.
3. During the probation period, either the Company or you may terminate this appointment by giving 24 hours' notice in writing.
4. On completion of probation, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.
5. After your confirmation, your services may be terminated either by the Company or yourself giving the one month notice in writing or payment of salary in lieu thereof.
6. In case any information and particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination by the Company without any notice or without any compensation in lieu thereof.
7. Your services shall be transferred from one job to another, one department to another or one place to another anywhere in Pune where existing at present or to be set up in future.
8. You will be eligible for leave after your confirmation as per the Company's leave policy.
9. You shall not disclose any confidential information without written consent of the Company. You shall keep confidential, all the information, documents and material provided to you by the Company or by its clients concerning their affairs in order to enable the Company to perform the service.
10. You will, at all times carry out faithfully, diligently and efficiently, all lawful and reasonable orders and instructions of the authorized person of the Company. You will devote your whole time and attention to

26



Regd. Office : Flat No. 5, Sanket Building, Sankalp Society,
Opp. Jehangir Speciality Hospital, Paud Road, Pune - 411038.
Ph. : +91 9823270508, E-mail : info@apexhrms.com
Website : www.apexhrms.com
CIN : U74900PN2012PTC143133



APEX HRMS
APEX HR MANAGEMENT
SOLUTIONS PRIVATE LIMITED

the duties assigned to you as per directions and instructions communicated to you by the Company and your superiors.

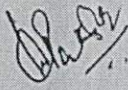
11. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company which may be in your use, custody, care or charge.
12. While in the employment of the Company, you shall not allow to engage directly or indirectly in any other employment or in services of any other Company or business or profession on a temporary or part time or full time basis without the prior written consent of the Company.
13. You will observe and adhere to the rules and regulations including HR & Administrative orders / policies and any such rules or orders of the Company that may enforce from time to time.
14. You will be automatically retire from the service on attaining the age of 58 years.
15. Your matriculation or school leaving certificate granted by the Board of Secondary Education / similar education authority OR a certified copy of your date of birth certificate will be deemed to be conclusive proof of your date of birth and this shall not be altered any time subsequently.
16. You will promptly communicate in writing to the Company any change of your residential address. Failing which, your last recorded address shall be deemed to be your residential address.

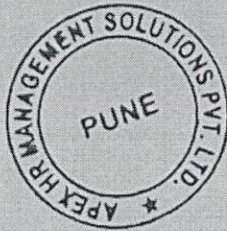
We welcome you to Apex HR Management Solutions Pvt. Ltd. and look forward to your wholehearted efforts, in growth and prosperity of the company.

Wishing you a very successful and prosperous career.

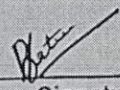
Yours truly

For Apex HR Management Solutions Pvt. Ltd.

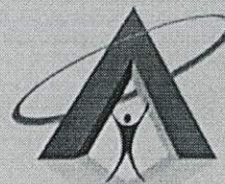

Atul Arvind Pataskar
Director



Agreed & Accepted



Signature



Date: 02nd August 2021

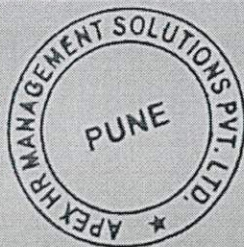
ANNEXURE A	
Name	Ms. Bhagyashree Balkrishna Katre
Designation	Executive - HR (Recruitment)

Salary Components	Monthly	Annually
Basic Salary	7,600.00	91,200.00
House Rent Allowance	3,040.00	36,480.00
Transport Allowance	1,600.00	19,200.00
Education Allowance	200.00	2,400.00
Misc. Allowance	2,760.00	33,120.00
Gross Salary	15,200.00	1,82,400.00
Other Allowances		
Medical Allowance		7,600.00
LTA		7,600.00
Bonus		7,600.00
CTC (Cost to Company)	17,100.00	2,05,200.00

* You will be also eligible for Medical Reimbursement and LTA (pay annually & proportionately) after your confirmation as per the Company's Policy and Bonus / Ex-greia will be eligible after completion of one year.

For APEX HR MANAGEMENT SOLUTIONS PVT. LTD.

ATUL PATASKAR
DIRECTOR



48

26

92

12-Mar-2022

Hrushikesh Kshirsagar

M-1,10/3,Ram Nagar,N-2,Cidco,

Aurangabad

India

Letter of offer

Dear Hrushikesh,

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 **Nashik** 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 Fixed Pay will be **INR 2,00,880 (Indian Rupees Two Lakh, Eight Hundred And Eighty Only)** per annum. In addition, you would be eligible for performance linked variable pay as per respective Process Incentive Plan applicable to your Role Band. 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 **14-Mar-2022**.

Place of work: Your place of work will be **Nashik**. 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
DENMARK
FINLAND
FRANCE
GERMANY
INDIA
IRELAND
JAPAN
NETHERLANDS
NEW ZEALAND
POLAND
ROMANIA
RUSSIA
SINGAPORE
SOUTH AFRICA
SPAIN
SWEDEN
SWITZERLAND
THAILAND
UK
USA

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Accepted and Agreed

Hrushikesh Kshirsagar
Candidate's Name & Signature

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

93

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Accepted and Agreed

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Hrushikesh Kshirsagar
Candidate's Name & Signature

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

- that is offered to you.
- j. You will automatically retire from the services of the Company on completing the age of 58 years.
 - k. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - l. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.
 - m. Your absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave/training), would be treated as abandonment of service and can lead to your services being terminated without notice.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
- d. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- e. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhrolī (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:

U72200MH1996PTC100196

Accepted and Agreed

Hrushikesh Kshirsagar
Candidate's Name & Signature

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Accepted and Agreed

Hrushikesh Kshirsagar
Candidate's Name & Signature

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSF) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Accepted and Agreed

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Hrushikesh Kshirsagar
Candidate's Name & Signature

Annexure II			
Name	:	Hrushikesh Kshirsagar	
Title	:	Associate - Ops	
Role Band	:	A	
DOJ	:	14-Mar-2022	
BU	:	Consulting & Professional Services	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		7,533	90,396
House Rent Allowance		3,767	45,198
City Compensatory Allowance		1,351	16,213
Sub Total - I	A	12,651	1,51,807
Bonus / Incentive (1)	(a)	2,530	30,360
Company's contribution to Provident Fund (2)		1,066	12,793
Company's contribution to ESI (3)		493	5,920
Sub Total - II	B	4,089	49,073
Total Fixed Pay	C = A + B	16,740	2,00,880
BENEFITS			
(i) Gratuity payable As per Payment of Gratuity Act, 1972			
(ii) The Company provides following discretionary Insurance benefits:			
Mediclaim Benefit : For Self or Family Floater, as the case may be			
Personal Accident Insurance : For Employee, as per Company Policy			
Life Insurance : For Employee, as per Company Policy			
Note:			
(1) 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.			
(2) 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.			
(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of monthly salary.			

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Accepted and Agreed

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Hrushikesh Kshirsagar
Candidate's Name & Signature

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

49

HRD/InfosysBPM/1002013980

28-June-2021

Ms. Madhuri vishwakarma

54

House no8 pranjal society shivtirth nagar , opposing to vr sales paud road kothrud

STRICTLY PRIVATE & CONFIDENTIAL

Dear Madhuri vishwakarma,

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** : **30-June-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 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

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

54

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.

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/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.

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 terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such 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 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, 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 successful 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 Organization's sole 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 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.

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 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.

eClerx

50

7

48

Apprenticeship Offer cum Appointment Letter

Date: August 23, 2021

Ms. Renuka Sadashiv Wagh

A/P Vyahali Colony (Dhom Dam),
412803,

Dear Renuka,

Congratulations!!!

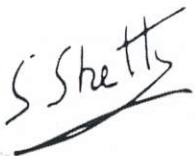
We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "C1"). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "**Contract**"). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. 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

Regards,



Sagar Shetty
– 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

48

ANNEXURE I**Stipend and Benefits Applicable During the Contract Period****1. Stipend**

Your stipend will be Rs. 16,912 per month for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits**3.1 Group Medical Insurance**

a. You are eligible for a floater medical insurance cover of INR 100,000.

b. You may also opt for an 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.

c. You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.

3.2 Group Personal Accident Insurance

a. You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.

b. The policy covers disablement (temporary and permanent both) and death caused due to accidents.

3.3 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of **INR 1400** will be deductible from your fixed stipend every month.

ANNEXURE II

(SI) 7/3
10

Date: 21 Feb 2022

Name: Nikhil Ramrao Bhoyar

Address:

(Permanent): S/O- Ramrao Bhoyar, Near Durga Mandir, Uttarwar Layout Near Balvikas
School, Pandharkawada, Yavatmal, Maharashtra - 445302

(Local) : C/O- Smt. Barate Puja Subhash
Dattanagar, S No-33/2/2 Ramanagar, Warje Malwadi, Pune -411052

Dear Nikhil,

Pursuant to your application / Offer for providing professional services in the field of Collections -EEL and on the basis of representations made by you in relation to your exposure, we would like to appoint you on a retainer basis on the terms and conditions of this "Agreement".

For the purpose of this Agreement between the Parties, you shall be third party contractor during the term of this Agreement and shall not be an employee, agent or there shall not be any fiduciary relation between you and Electronica Finance Ltd ("Company").

Scope of Retainership

You are bound by the following terms for performing services under this retainer

Agreement-

- You will have to provide your services for minimum nine hours in a day 9:30 am to 6:30 pm. You will work in line with the working days of EFL.
- You will provide your expert services during the Term of this Agreement
- You shall follow instructions of the higher officers of the Company while performing your services under this Agreement.
- You shall perform your duties with due care and caution.
- You shall provide high quality services and achieve business targets as may be agreed between you and the Company time to time.
- You shall be bound by the policies of the Company.
- You shall take all safety precautions while working in the premises of the Company. The Company shall not be responsible for any accident in the premises of the company except the first aid to be given to you for injury.
- You shall enter in to Confidentiality Agreement with the Company and shall be bound by the terms and conditions of such Confidentiality Agreement.
- Your this retainer Agreement is exclusive with the Company and you shall not enter in to similar Agreement with any other party during the terms of this Agreement.

Electronica Finance Limited

Audumbar, 101/1, Erandwane, Dr. Ketkar Road,
Pune 411004, Maharashtra (India)

+91 20 6729 0700 1800 233 9718 www.efl.co.in

contact@efl.co.in | CIN of EFL:U74110PN1990PLC057017

M. S. ...

...by your side

- j) You shall not start any competitive business directly or indirectly.
- k) You shall observe and comply with all the applicable laws regulations including that of the RBI in the discharge of your obligations towards the Company.
- l) You shall not get any remuneration other than the retainer fees as set-out in this Agreement.
- m) Taxes are applicable on retainer fees as per government rules.
- n) You shall not demand any amount other than the retainer fees as set-out in this
- o) You shall have to obtain the prior written approval before making any out of pocket expenses or travel for the purpose of the Company. You shall be entitled to the travel expenses as may be finalized by the Company at its discretion. You shall not claim any amount other than the amounts sanctioned by the Company or your tour and the out of pocket expenses. You shall use the mode of travel as may be communicated by the Company to you in writing.
- p) You shall be personally liable for providing services to the Company. You shall not appoint any third party for providing services under this Agreement.

Product

You shall provide your services in relation to Collections-EEL Division of our Company or in any other department of the Company as may be requested by the Company.

Validity

"The term of this Agreement shall be for the period of 11 months starting from 21 February 2022 and ending on 20 January 2023.

Retainership Fees

You will be paid a sum of **Rs. 16,500/- p.m.** (TDS will be deducted) as Retainership fee.

Termination

Both the parties shall be at liberty to terminate this Agreement by giving 7 days notice to the other party or payment of amount equivalent to 7 days Retainership fee in lieu of notice. However, Company may terminate the contract if you are found to be involved in any material misconduct as defined below without giving any notice-

1. Any act involving moral turpitude.
2. Commission of a fraud.
3. Embezzlement
4. Any willful / intentional act having effect or likely to have the effect of injuring the Company's reputation, business or business relationships.

Electronica Finance Limited

Audumbar, 101/1, Erandwane, Dr. Ketkar Road,
Pune 411004, Maharashtra (India)

+91 20 6729 0700 1800 233 9718 www.efl.co.in
contact@efl.co.in | CIN of EFL:U74110PN1990PLC057017



Return of Property

Upon termination of the Agreement, you will deliver to the Company the entire property, including the goods handed over or entrusted to you by the Company and all documents or material of any nature in your possession.

Restricted Covenants

During the tenure of this Agreement, you will not undertake any similar assignment with any other competitors nor will you indulge in any act, which will be prejudicial to the interest of the Company. No information relating to the affairs of the Company that you may acquire as a result of your relationship shall be disclosed either by word of mouth or in writing to any outsider unless authorized to do so by the Competent Authority or by law.

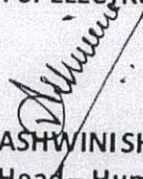
Jurisdiction

This Agreement shall be governed & construed in accordance with the laws in India and courts in Pune shall have exclusive jurisdiction.

All disputes & differences which may arise out of or in connection with this Agreement shall be referred to sole arbitrator to be appointed by the Company. The arbitration shall be conducted in accordance with the provisions of the Arbitration and Conciliation Act, 1996. The venue of such Arbitration shall be at Pune, India and the language shall be English. The Award shall be final, conclusive and binding upon the Parties.

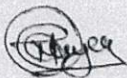
Yours Faithfully,

For ELECTRONICA FINANCE LIMITED,


ASHWIN SHIVRAM
Head – Human Resources

Acknowledgement-

I, Nikil Bhojar agree and confirm that I have gone through all the terms and conditions of this Agreement and agree to abide by the same. I agree that I shall be bound by the terms of this Agreement and the Confidentiality Agreement.


Signature

Electronica Finance Limited

Audumbar, 101/1, Erandwane, Dr. Kelkar Road,
Pune 411004, Maharashtra (India)

☎ +91 20 6729 0700 ☎ 1800 233 9718 🌐 www.efl.co.in

✉ contact@efl.co.in | CIN of EFL:U74110PN1990PLC057017


...by your side



Date: December 22, 2021

Sub: Offer of Employment

To,

Vaibhav Dhanaskar,

Pune,
Maharashtra

Dear Vaibhav,

It gives us immense pleasure in inviting you to join TIP Knowledge Services Pvt. Ltd. as one of its valuable members.

You will be designated as **Junior Associate – Web Marketing** and your position will carry a total compensation of **INR 1,90,000 Per annum**.

You will be on probation for a period of 3 months from the date of joining and will be confirmed in the services based on your performance. You will not be entitled for any paid leaves during probation period. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

Your date of Joining is **December 22, 2021** if unable to join on the same this Offer of Employment will stand null and void. On your joining date we will require you to submit the various documents for our records, as mentioned in the list enclosed with compensation annexure. You will be issued formal letter of appointment. After completing the joining formalities, please return the signed duplicate copy of the letter as an acknowledgement.

While welcoming you to TIP knowledge Services Pvt. Ltd. we are confident that you will contribute to the organization and its goals.

TIP Knowledge Services Pvt.Ltd.

Office No -505,6th floor,Amanora Chambers,

East Block,Hadapsar -Kharadi Road, Pune – 411028

Phone: +91-124-4879699 Email: info@theinsightpartners.com



Sakshi Sunil Gorthekar
Pan No : DOVPG5081M
Plot no. 25, Yeshodha Niwas
Pornima Nagar
Nanded - 431605 (Maharashtra)

31st Dec. 2021

Terms of Appointment

Dear Sakshi,

Welcome to SaViN Technologies and wish you have an enriching tenure with us.

We are pleased to appoint you as **Trainee – Talent Acquisition** with **SaViN Technologies**, on following terms and conditions:

Appointments and Reporting:

Your appointment shall be effective from your date of joining that is **10th Nov, 2021**.

Place of Assignment:

You will be liable to be transferred / deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Firm's affiliates, group associates, and/or entities in which the Firm may be having any interest whether existing or which may be set up in future.

Emoluments and Taxes:

Your Agreed & Accepted Target Annual Consultation Charges/Compensation, inclusive of all benefits shall be **Rs. 1,80,000/-** (Rupees One Lakh Eighty Thousand Only) as per below breakup:-

- | | |
|---------------------------------|--------------|
| 1. Basic Consultancy Charges | Rs. 75,000/- |
| 2. Special Allowances | Rs. 75,000/- |
| 3. Target Variable Compensation | Rs. 30,000/- |

You shall be responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the Consultation Charges paid to you pursuant to your assignment hereunder. The Firm is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

Confidentiality:

Except on legal compulsion, but with prior permission of the Management whether during the period of engagement with the company or afterwards, you shall not disclose or divulge any information that is available to you, in the course of your assignment or otherwise, any matters of the Firm and its clients, relating to organizational, commercial, legal, administration, technical, business processes / activities including customers, financial, etc., to anyone.

Firm Assets:

Upon separation from the Firm, you will be required to immediately return to the Firm, all assets and property assigned to you including any Identity and access cards issued by the company or its client, leased assets, documents, files, books, papers, training materials and memos, whether in hard or soft copy, in your possession or custody.

Outside Assignment/Personal Business:

You will not be permitted to undertake any other assignment/engagement in any external activities of a commercial nature, without prior written approval. You will not engage yourself in any work, similar in nature to that of the duties entrusted to you or to take up any work outside your assignment, for remuneration or otherwise or on honorarium basis or any work in any advisory capacity or be interested directly or indirectly, in any other trade or business, without the written permission from the management.

Termination of Appointment:

a. Your appointment may be terminated by either party, by giving notice of one month in writing, unless mutually agreed with the written confirmation. Management reserves the right to accept or reject the notice period / relieving from the Firm. The aim of this clause is to minimize disruption of business. SaVin Technologies reserves the right to terminate your assignment on grounds of unsatisfactory performance and misconduct.

b. Your appointment shall stand terminated forthwith on the happening of the following:

- (i) If you are held guilty of any offence involving moral turpitude or
- (ii) If you do not join within the stipulated date, unless extended in writing.

Conditions of Assignment:

This letter of appointment contains broad terms and conditions of service which are subject to modifications from time to time. In addition to the terms contained herein, you will, at all times, during the period of assignment, with the Firm, be bound by its rules, regulations, policies and practices as in force and as amended from time to time.

Background Check:

You hereby acknowledge that your appointment in the Firm is subject to a regulatory back ground check, to be conducted by the Company. In the event of a regulatory background check, being found negative, as determined by the Company, at its sole discretion, your services shall stand terminated after following due course of procedure and the Management reserves the right to recover all such costs that are incurred by it.

Change of Personal Data:

You are hereby requested to notify the HR Department within a maximum of **(7) seven working days**, of changes if any in the personal data such as address, telephone number, marital status, additional/higher educational qualifications, technical certifications, etc.

Yours truly,
For SaVIN Technologies,



Authorized Signatory

CONFIRMATION & ACCEPTANCE:-

I hereby sign in confirmation and acceptances of having read and understood the above said terms and conditions of my appointment.

Employee's Signature

Date:

54

71

HR/01/'2022

03 January

Piyusha Ganage

gharNa28/835,

Vidhya Nagar, Kanchan

Bldg, Tambari

Osmanabad, 413501

Dear Piyusha

Consequent to your discussion with Reynold Infotek, we are pleased to offer you. It would be great to have you, as part of our organization. Your contribution is imperative for our sustained success and growth together.

You will be joining Reynold Infotek on Monday 3rd January 2021. You shall be required to submit two (2) photocopies of the following documents on the day of joining and come with all Original Documents

- Copies of all Education Qualification Certificates with Marksheets (10th, 12th, Degree/Diploma/PG etc.)
- Relieving Letter / Declaration of having been relieved
- Experience/Relieving Letter from the last Employer.
- Last Drawn Salary Slip / Salary Certificate from Previous Employer
- Proof of Age (Passport copies or 10th Std. Mark Card copy or Birth Certificate)
- Any government Photo ID proof
- 2 Passport Size Photographs

On acceptance of your offer, you are requested to submit copies of your testimonials/certificates to initiate your background check process.

Once Again, I would like to welcome you to Reynold Family! We hope that your career here will be a gratifying one.

71

Piyusha Ganage

gharNa28/835,

Vidhya Nagar, Kanchan

Bldg, Tambari

Osmanabad, 413501

Sub: Offer & Appointment Letter.

Dear Piyusha,

This has reference to our discussion for a Career opportunity with Reynold Infotek.

Based on our discussions, we are pleased to offer you a position of **Executive - Talent Acquisition**. Your place of posting will be in **Pune**.

You shall be entitled to Rs1,80,000Lakh per annum (Rupees One Lac Eighty Thousand Only) as Total Cost to the Company per annum, which shall exclude incentive. The incentive shall be based on TARGET set once you join.

CTC Break up.

CTC Break Up		
Component	Monthly	Annually
Basic	7500	90000
HRA	3000	36000
Conveyance	1000	12000
Special Allowance	3500	42000
Total	15000	180000

** Any Taxes as per the government laws prevailing or added by the Government of India is applicable as per statute shall be deducted.

Targets

Monthly - Rs. 60,000 net billing

Quarterly - Rs. 180,000 net billing

Incentive Plan

Target Achievement	On Net Billing
Till 100% of target	Zero Incentive
After Target Achieving 4 Lac till 34,99,999	Rs 5000K per candidate
35 Lacs and above	Rs 8000 per candidate
50Lacs and above	Rs 10000 per candidate

Incentive will be paid only after the candidate completes 90 Days of stay with the client organization. The Employee should be on the rolls of Reynold Infotek to get the Incentive. In case the employee leaves Reynold before the payout month or date then it shall not be payable.

Employment Terms:

- a. Full Time Work:** Your position is a full-time employment, and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without taking written consent from the Company during your tenure of association with the company.
- b. Target:** Your target will start from the second month of joining. Failure to achieve your target in the three months in a row will lead to termination from the services, and this shall be at the discretion of the management.
- c. Termination/Resignation:** The appointment can be terminated either by the Management or by you by giving 1 Month Notice period or payment in lieu of, for 1 month period. You are not supposed to join any of our client Within 6 months of leaving or resigning from Reynold Infotek either Directly or indirectly. Else BG check shall be withheld and Relieving letter and Full & Final payment shall be withheld by the management.
- d. Working hour:** Our normal working hours are from 9.30 am to 6.30 pm. However, your working hours depends on the Project you will be supporting, which will be informed by your manager at the time of joining. Our working days are Monday to Friday (only 1 Saturday shall be working every month). For the first three months(3 Months) a new joinee shall be allowed a maximum leave of 3 days (1 day per month of service rendered) any leave in excess of 3 says shall lead to salary deduction.
- e. Leaves:** You are entitled to take a maximum leave of 22 days as per given below details excluding Saturday or Sunday as per the policy. Compensatory leave is also allowed wherein if an

Employee has worked on a holiday and would like to avail Comp leave then it is allowed after taking prior approval from the manager.

- 4 Mandatory Leaves –National Holiday
- 12 Leaves – 1.5 Leaves per Month of Service put in.
- 6 Discretionary Leaves (As per the wish of the employee)

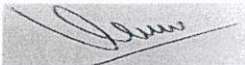
F. Absence from Office without written intimation and or prior approval for more than 3 working days shall lead to termination from services without any reason.

Your joining will be subject to successful clearance of your background check process.

May we request you to sign a copy of this letter as a token of your acceptance of our offer and return the same to us. In the event of you not joining on or before **3RD January 2022** this offer stands withdrawn.

We are sure that you will find our innovative business approach and a vibrant working environment conducive to your professional and personal growth. We look forward to you joining the Reynold Infotek team and contribute to the growth of the organization.

With best wishes,
Prakash Karn



**CEO & Founder
Reynold Infotek**

Agreed & Accepted

Piyusha



Date: 25/07/2021

Name: Aishwarya Ambesange

Address:

D/O Ajay Ambesange,

Mondha Road, Anand Nagar, Udgir

Latur, Maharashtra - 413517

RE: OFFER LETTER

Congratulations! We are pleased to confirm that you have been selected to work for Opulence Money. We are delighted to make you the following job offer.

The position we are offering you is that of Health Insurance at a monthly salary of 15,000 with an annual cost to company 1,80,000. This position reports to Shreya Hate. Your working hours will be from 9AM to 6PM.

We would like you to start work on 01/08/2021 at Desired starting time. Please report to Miss. Shreya Hate for documentation and orientation.

During your Job, you will have an access to company's clients and confidential information. You agree that you will keep all this information client information strictly confidential and will not share it with anyone outside company. You will not use it for your own benefits; you will return documents and all property of the company.

We are confident you will be able to make a significant contribution to the success of our Opulence Money and look forward to working with you.

Sincerely,

For Opulence Money

Sanjay Keshav Kulkarni,

Director

Opulence Money

69

57

118

68

Date: 08 Mar 2022

Ms Ashwini Balaji Khandade
DO Balaji KhandadeNear Zp

School 413523

Employee No: 2367702

Dear Ms Ashwini Balaji Khandade

Appointment Letter

We are pleased to appoint you in our organization as Officer subject to the following terms and conditions:

1. Your contract will commence from 08 Mar 2022 and expire on 08 Mar 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 08 Mar 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

68

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The Company reserves the right to conduct background verification through an external agency for which company may share your personal and employment details with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated.
14. Employee contribution towards insurance premium would be deducted from monthly salary, if opted for floater policy under the Group Medical Coverage.
15. The nature of your relationship with TeamLease will be that of contract of service from 08 Mar 2022 and expire on 08 Mar 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

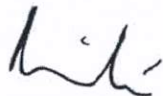
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



Signature and date:

(Authorized Signatory)

NAME: ASHWINI DALVI NIJANDADE

Salary Annexure

Employee No: 2367702

Particulars	Amount
Basic	8856
House Rent Allowance	4427
Employer PF Contribution	1063
ESIC - Employer	466
Statutory Bonus	1054
TotalAmount	15866
Amount In Words(Rs)	Fifteen Thousand Eight Hundred Sixty Six Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	8856
House Rent Allowance	4427
Statutory Bonus	1054
Gross Earnings	14337
DEDUCTIONS *	Amount
Employee ESI	108
Employee PF	1063
Professional Tax	200
Total Deduction	1371
Net Salary	12966

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.



The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://tlconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

(57)

EMPLOYMENT OFFER

(57)
(37)

Date: 02-03-2021

Abhishek Joshi

Sf-3 Bhimpure Complex , Saat Rasta , 114 Modi , Solapur 413003

mailto: joshiabhishek66@gmail.com

Dear Abhishek,

On behalf of **Studyvita (A division of Edutech Educational Services Pvt Ltd.)**, **Ahmedabad**, I am pleased to offer employment to you to join **Studyvita** as **Business Development Executive**. Based upon your credentials and the information shared during your interview, we, feel that you will be able to make an outstanding contribution to our Organization.

Your starting consolidated salary as discussed at the time of tele-interview will be **₹15,000 /-** (Rupees Fifteen Thousand Only) per month. You are also eligible for product based sales incentives. On Completion of your probation period of 3 months you will be confirmed as a permanent employee and your salary structure will be revised based your performance. You may also eligible for other compensations and fringe benefits subject to terms set by **Studyvita**, any of which may be amended from time to time.

The representations contained in this offer letter and enclosures supersede all prior written or oral presentations or communications pertaining Studyvita's offer of Employment.

We hope that you find this offer is acceptable and that your decision will be to join Studyvita.

Non -Disclosure Agreement on the date of start of employment

If your decision is to join Studyvita please email and confirm your acceptance of our offer. Should there be any questions please do not hesitate to contact us @ 9113529105.

For Studyvita,



Sunil P G

Founder - CMD

(37)

58

10
34



IRiS International

Lina Bhagvan Yadav
Pan No : APWPY8321H
Sinhgad Road, Hingne.
Sai Nagar, Behind Ganadish Sankul
Pune - 411052 (Maharashtra)

31st Dec. 2021

Terms of Appointment

Dear Lina,

Welcome to IRiS International and wish you have an enriching tenure with us.

We are pleased to appoint you as **Trainee – Talent Acquisition** with **IRiS International**, on following terms and conditions:

Appointments and Reporting:

Your appointment shall be effective from your date of joining that is **10th Nov, 2021**.

Place of Assignment:

You will be liable to be transferred / deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Firm's affiliates, group associates, and/or entities in which the Firm may be having any interest whether existing or which may be set up in future.

Emoluments and Taxes:

Your Agreed & Accepted Target Annual Consultation Charges/Compensation, inclusive of all benefits shall be **Rs. 1,80,000/-** (Rupees One Lakh Eighty Thousand Only) as per below breakup:-

- | | |
|---------------------------------|--------------|
| 1. Basic Consultancy Charges | Rs. 75,000/- |
| 2. Special Allowances | Rs. 75,000/- |
| 3. Target Variable Compensation | Rs. 30,000/- |

You shall be responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the Consultation Charges paid to you pursuant to your assignment hereunder. The Firm is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

Confidentiality:

Except on legal compulsion, but with prior permission of the Management whether during the period of engagement with the company or afterwards, you shall not disclose or divulge any information that is available to you, in the course of your assignment or otherwise, any matters of the Firm and its clients, relating to organizational, commercial, legal, administration, technical, business processes / activities including customers, financial, etc., to anyone.

Firm Assets:

Upon separation from the Firm, you will be required to immediately return to the Firm, all assets and property assigned to you including any Identity and access cards issued by the company or its client, leased assets, documents, files, books, papers, training materials and memos, whether in hard or soft copy, in your possession or custody.

3

Outside Assignment/Personal Business:

You will not be permitted to undertake any other assignment/engagement in any external activities of a commercial nature, without prior written approval. You will not engage yourself in any work, similar in nature to that of the duties entrusted to you or to take up any work outside your assignment, for remuneration or otherwise or on honorarium basis or any work in any advisory capacity or be interested directly or indirectly, in any other trade or business, without the written permission from the management.

Termination of Appointment:

- a. Your appointment may be terminated by either party, by giving notice of one month in writing, unless mutually agreed with the written confirmation. Management reserves the right to accept or reject the notice period / relieving from the Firm. The aim of this clause is to minimize disruption of business. IRIS International reserves the right to terminate your assignment on grounds of unsatisfactory performance and misconduct.
- b. Your appointment shall stand terminated forthwith on the happening of the following:
 - (i) If you are held guilty of any offence involving moral turpitude or
 - (ii) If you do not join within the stipulated date, unless extended in writing.

Conditions of Assignment:

This letter of appointment contains broad terms and conditions of service which are subject to modifications from time to time. In addition to the terms contained herein, you will, at all times, during the period of assignment, with the Firm, be bound by its rules, regulations, policies and practices as in force and as amended from time to time.

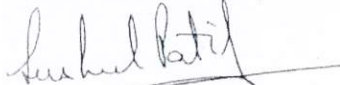
Background Check:

You hereby acknowledge that your appointment in the Firm is subject to a regulatory back ground check, to be conducted by the Company. In the event of a regulatory background check, being found negative, as determined by the Company, at its sole discretion, your services shall stand terminated after following due course of procedure and the Management reserves the right to recover all such costs that are incurred by it.

Change of Personal Data:

You are hereby requested to notify the HR Department within a maximum of **(7) seven working days**, of changes if any in the personal data such as address, telephone number, marital status, additional/higher educational qualifications, technical certifications, etc.

Yours truly,
For IRiS International,



Authorized Signatory

CONFIRMATION & ACCEPTANCE:-

I hereby sign in confirmation and acceptances of having read and understood the above said terms and conditions of my appointment.

Employee's Signature

Date:



Chola Business Services Limited

Regd. Office: Dare House, 2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

59

10/08/21
87

Date: 10-Aug-2021
Mayur Chunilal Jadhav

Jawahar Colony Jawahar Colony Nyay Nagar Aurangabad Maharashtra 431001 India

Dear Mayur Chunilal Jadhav

We are pleased to offer you an appointment in our Organization on the following terms and conditions. We would appreciate your joining at the earliest, but in any case on or before 01-Nov-2021:

Grade Title: Deputy Officer

Grade : CG 3

Our Role: EXECUTIVE - SALES-USED and SHUBH - PV and CV

Business: Vehicle Finance

Location: Pune

Compensation

Your total remuneration for your services will be Rs. 175601 per annum. Refer Annexure for the details of your compensation structure. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure and other Terms of Service, as may be communicated to you from time to time.

In addition to your monthly remuneration you may have incentives, if any, applicable to you based on your achieving of targets, as per the scheme designed in this regard from time to time.

Statutory Bonus – Will be paid to eligible employees as per the provision of Payment of Bonus Act, 1965, amended time to time.

1) You would be eligible for leave as per the policies of the Company.

2) You are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.

3) As a full time employee of the Company, you are required to devote your full time, attention and efforts to the furtherance of business of the Company and to continuously develop your professional skills in your own and the company's mutual interest. You shall not, during your employment with the Company, directly or indirectly engage yourself, or devote any time to any part time employment, with or without any remuneration, unless it has the prior approval of the management in writing. You shall not disclose confidential information, database, company documents, etc., that you come across in the course of your responsibilities to anyone outside. You shall use such information only in connection with your employment. You shall not remove any documents or materials of the Company without prior consent and knowledge of your Superiors.

4) This appointment is based on the information furnished by you to us in your application for employment/personal data form. If any material has been suppressed by you or you have indulged in suppression of facts or the information furnished by you found to be false and such false information is known to the Management after your appointment, if any, your appointment shall be liable for termination without notice.

87

- 5) Notwithstanding anything to the contrary contained earlier, this agreement can be terminated by giving :
- a) One month's notice or with one month salary in lieu of notice, by either party.
 - b) Without any notice or compensation by the Company in the following cases:
 - i) Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.
 - ii) If the performance level is below the expected level and/or the Business targets as set out for you from time to time has not been achieved by you.
- 6) For the purpose of sub clause (b) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you.
- 7) You shall be responsible for properly and diligently performing the duties assigned to you. You shall fully indemnify the Company for any loss occurring on account of any acts or omissions committed by you during the term of your employment and for such acts or omissions you shall continue to indemnify even after the expiry or termination of your employment.
- 8) In the event of any dispute out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The Arbitrator will be appointed by the Company at its sole discretion. The venue for such arbitration shall be Chennai.
- 9) All other standard rules of the Company as existing and as may be amended from time to time, will be applicable to you.
- 10) You will retire from the services of the company on completion of 58 years of age or such other age as may be intimated by the Company from time to time.

We welcome you to CBSL and look forward for a long and mutually beneficial association.

You are requested to sign and return the second copy of this letter as a token of your acceptance.

Yours faithfully

for **Chola Business Services Limited**

N. Narendra Kumar

Narendra Kumar N
Associate Vice President and Head CBSL – HR

Having read the above terms and conditions, I hereby accept this offer of appointment and conditions stated herein above.

Signature:

Date of Joining:

**Chola Business Services Limited**

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

SALARY ANNEXURE

Name : Mayur Chunilal Jadhav

Grade : CG 3

Designation : Deputy Officer

Location : Asia>India>Vehicle Finance>West>Maharashtra>Maharashtra 2>Pune 1>Pune>8601

Pay Component	Monthly Amount	Annual Amount
Fixed		
Gross Salary	13000	156022
Basic Salary	5853	70240
Conveyance Allowance	1600	19200
House Rent Allowance	2926	35120
Special Allowance	2621	31462
Others	1631	19579
Employer ESI	422	5071
Employer PF	1209	14508
Total Fixed	14631	175601
Total CTC	14631	175601

for Chola Business Services Limited

Narendra Kumar N

Associate Vice President and Head CBSL – HR

Having read the above salary details, I hereby accept this offer and details stated herein above.

Signature:

Date of Joining:



Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

Date:10-Aug-2021

Dear **Mayur Chunilal Jadhav**

Greeting from CHOLA BUSINESS SERVICES LIMITED! We trust that you are excited to receive this letter.

We are delighted to welcome you on board as Designation at Location. This is the beginning of a new journey and we are committed to keep up the spirit of our Organisation with the highest level of Integrity, Passion, Quality, Respect and Responsibility. CBSL is an equal opportunity employer and assures to provide you with the best platform for unleashing your potential to the fullest.

Enclosed the Joining Kit to be dully filled and attach the necessary documents.

Joining Documents:

- Statutory Documents (Filled)
 - o Form 11 (ESIC)
 - o Form 2 (PF Form)
 - o Form 1 (ESIC – Nominee Declaration)
 - o Form F (Gratuity Form)
- Aadhar Card (To be Provided)

Our Regional HR Manager will assist you throughout the process of your joining & on-boarding. Please feel free to get in touch with RHR, and reachable on RHR Mobile.

Wishing you a great career ahead!

For **Chola Business Services Limited**

N. Narendra Kumar

Narendra Kumar N

Associate Vice President and Head CBSL– HR

Note: *If any of the above documents are not provided then, E-Code will not be generated.



Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

**Form No. 11 (New)
Declaration Form**

(To be retained by the Employer for future reference)

**Employees' Provident Fund Organization
THE EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 (PARAGRAPH-34 & 57)
&
THE EMPLOYEES' PENSION SCHEME, 1995 (PARAGRAPH-24)**

DECLARATION BY A PERSON TAKING UP EMPLOYMENT IN AN ESTABLISHMENT ON WHICH EMPLOYEES' PROVIDENT
FUND SCHEME, 1952 AND/OR EMPLOYEES' PENSION SCHEME, 1995 IS APPLICABLE

(PLEASE GO THROUGH THE INSTRUCTIONS)

1) NAME (TITLE) _____
MR. | MS. | MRS. _____
(PLEASE TICK) _____

2) DATE OF BIRTH | D | D | M | M | Y | Y | Y | Y |
|_|_|_|_|_|_|_|_|_|_|

3) FATHER'S/HUSBAND'S NAME _____
| MR. | _____

4) RELATIONSHIP IN RESPECT OF (3) ABOVE FATHER HUSBAND
(PLEASE TICK) |_____| |_____|

5) GENDER MALE FEMALE TRANSGENDER
(PLEASE TICK) |_____| |_____| |_____|

6) MOBILE NUMBER (IF ANY) |_|_|_|_|_|_|_|_|_|_|_|_|

7) EMAIL ID _____

8) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PROVIDENT FUND SCHEME, 1952 ?
(PLEASE TICK) |_____| YES |_____| NO |

9) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PENSION SCHEME, 1995 ?
(PLEASE TICK) |_____| YES |_____| NO |

IF RESPONSE TO ANY OR BOTH OF (8) & (9) ABOVE IS YES, THEN MANDATORILY FILL UP THE
PREVIOUS EMPLOYMENT DETAILS AT (10,11&12):

SIGNATURE-

17) KYC Details

KYC DOCUMENT TYPE	NAME AS ON KYC DOCUMENT	NUMBER	REMARKS, IF ANY
BANK ACCOUNT-1*			IFSC CODE*
NPR/AADHAR			
PERMANENT ACCOUNT NUMBER(PAN)			
PASSPORT			EXPIRY DATE
DRIVING LICENCE			EXPIRY DATE
ELECTION CARD			
RATION CARD			
ESIC CARD			

*Mandatory Field (NOTE: Bank Account Number (Along with IFSC Code) is Mandatory.
YOU ARE HOWEVER ADVISED TO PROVIDE ALL KYC DOCUMENT AVAILABLE WITH YOU IN ADDITION TO MANDATORY KYCs TO AVAIL BETTER SERVICES. SELF-ATTESTED PHOTOCOPIES OF THE DOCUMENTS MUST BE ATTACHED WITH THIS FORM.

C. UNDERTAKING:

A. I CERTIFY THAT ALL THE INFORMATION GIVEN ABOVE IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

B. IN CASE, EARLIER A MEMBER OF EPS SCHEME, 1952 AND/OR EPS, 1995,

(I) I HAVE ENSURED THE CORRECTNESS OF MY UAN/PREVIOUS PF MEMBER ID.

(II) THIS MAY ALSO BE TREATED AS MY REQUEST FOR REQUEST FOR TRANSFER OF FUNDS AND SERVICE DETAILS IF APPLICABLE FROM THE PREVIOUS ACCOUNT AS DECLARED ABOVE TO THE PRESENT P.F ACCOUNT(THE TRANSFER WOULD BE POSSIBLE ONLY IF THE IDENTIFIED KYC DETAILS APPROVED BY the PREVIOUS EMPLOYER HAS BEEN VERIFIED BY PRESENT EMPLOYER USING DIGITAL SIGNATURE CERTIFICATE).

(III) I AM AWARE THAT I CAN SUBMIT MY NOMINATION FROM THROUGH UAN BASED MEMBER PORTAL.

DATE:

PLACE:

SIGNATURE OF MEMBER



Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

DECLARATION BY PRESENT EMPLOYER

A. THE MEMBER MR./MS./MRS.....HAS JOINED
ON.....AND HAS BEEN ALLOTTED PF MEMBER ID

B. IN CASE THE PERSON WAS EARLIER NOT A MEMBER OF EPF SCHEME, 1952 AND EPS, 1995

- (POST ALLOTMENT OF UAN) THE UAN ALLOTTED FOR THE MEMBER IS:

- PLEASE TICK THE APPROPRIATE OPTION:

THE KYC DETAILS OF THE ABOVE MEMBER IN THE UAN DATABASE

HAVE NOT BEEN UPLOADED

HAVE BEEN UPLOADED BUT NOT APPROVED

HAVE BEEN UPLOADED AND APPROVED WITH DSC.

C. IN CASE THE PERSON WAS EARLIER A MEMBER OF EPF SCHEME, 1952 AND EPS, 1995:

- THE ABOVE MEMBER IF OF THE ABOVE MEMBER AS MENTIONED IN (A) ABOVE HAS BEEN TAGGED WITH HIS/HER UAN/PREVIOUS MEMBER ID AS DECLARED BY MEMBER.

- PLEASE TICK THE APPROPRIATE OPTION:

THE KYC DETAILS OF THE ABOVE MEMBER IN THE UAN DATABASE HAVE BEEN APPROVED WITH DIGITAL SIGNATURE CERTIFICATE AND TRANSFER REQUEST HAS BEEN GENERATED ON PORTAL.

AS THE DSC OF ESTABLISHMENT ARE NOT REGISTERED WITH EPFO, THE MEMBER HAS BEEN INFORMED TO FILE PHYSICAL CLAIM (FORM-13) FOR TRANSFER OF FUNDS FROM HIS PREVIOUS ESTABLISHMENT.

DATE: SIGNATURE OF EMPLOYER WITH SEAL OF ESTABLISHMENT

**Form - 2
NOMINATION AND DECLARATION FORM
UNEXEMPTED / EXEMPTED ESTABLISHMENTS**

Declaration and Nomination Form Under the Employees' Provident Funds and Employees' Family Pension Schemes.
(Paragraph 33 and 61 (1) of the employees' provident Funds Scheme 1952 and Para 18 of the Employees' Family pension scheme 1995)

1. Name (in Block Letters)					
2. Father's / Husband's Name					
3. Date of Birth					
4. Sex					
5. Marital Status					
6. Account Number	TN/51445/				
7**. Address (Permanent)					
** (Temporary)					
8**. Date of Joining	<table border="1"> <tr> <td align="center">EPF</td> <td align="center">EPS</td> </tr> <tr> <td></td> <td></td> </tr> </table>	EPF	EPS		
EPF	EPS				

Part - A (EPF)

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

Name of the nominee/nominees	Address of the Nominee	Nominee's relationship with the member	Date of Birth of Nominees	Total amount or share of accumulations in Provident Fund to be paid to each nominee.	If the nominee is a minor, name and address of the guardian who may receive the amount during the minority of nominee
1**	2**	3**	4**	5**	6**

1. *Certified that I have no family as defined in para 2 (g) of the Employees Provident Fund Scheme 1952 and should I acquire a family hereafter, the above nomination should be deemed as cancelled.

2. *Certified that my father / mother is/are dependent upon me.

3. Unmarried members in the absence of dependent parents may nominate any other person to receive the shares.

*Strike out whichever is not applicable. **Signature or Thump-impression of the subscriber.

**Chola Business Services Limited**

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Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

Part - B (EPF)

I hereby furnish below particulars of the members of my family who would be eligible to receive Widow / Children Pension in the event of my death.

S.No **	Name and address of the family member.		Age	Relationship with the member
	Name	Address		
{1}	{2}	{3}	{4}	{5}
1				
2				
3				
4				

** Certified that I have no family as defined in para 2 (vii) of Employee's Family Pension Scheme, 1995* (Family means

1. wife in the case of male member of the Employees' Pension Fund.
2. Husband in the case of a female member of the Employees' Pension fund and
3. Sons and daughters of a member of the employee's pension fund) and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly widow pension admissible under para 16(2)(g)(i) &(ii) in the event of my death without leaving any eligible family member for receiving pension.

**Name of the Nominee	Address of the Nominee	Date of Birth	Relationship with the member

Date :

Place :

**Signature or thumb-impression of the subscriber

CERTIFICATE BY EMPLOYER

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

Signature of the employer or other authorised officer of the establishment.

Place :

Designation :

Date :

Name and address of the establishment or Rubber stamp there on

Form - 2
**NOMINATION AND DECLARATION FORM
UNEXEMPTED / EXEMPTED ESTABLISHMENTS**

Declaration and Nomination Form Under the Employees' Provident Funds and Employees' Family Pension Schemes.
(Paragraph 33 and 61 (1) of the employees' provident Funds Scheme 1952 and Para 18 of the Employees' Family pension scheme 1995)

1. Name (in Block Letters)		
2. Father's / Husband's Name		
3. Date of Birth		
Sex		
5. Marital Status		
6. Account Number	TN/51445/	
7**. Address (Permanent)		
** (Temporary)		
8**. Date of Joining	EPF	EPS

Part - A (EPF)

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

Name of the nominee/nominees	Address of the Nominee	Nominee's relationship with the member	Date of Birth of Nominees	Total amount or share of accumulations in Provident Fund to be paid to each nominee.	If the nominee is a minor, name and address of the guardian who may receive the amount during the minority of nominee
1**	2**	3**	4**	5**	6**

1. *Certified that I have no family as defined in para 2 (g) of the Employees Provident Fund Scheme 1952 and should I acquire a family hereafter, the above nomination should be deemed as cancelled.

2. *Certified that my father / mother is/are dependent upon me.

3. Unmarried members in the absence of dependent parents may nominate any other person to receive the shares.

***Strike out whichever is not applicable. **Signature or Thump-impression of the subscriber.**

**Chola Business Services Limited**

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Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

Part - B (EPF)

I hereby furnish below particulars of the members of my family who would be eligible to receive Widow / Children Pension in the event of my death.

S.No **	Name and address of the family member.		Age	Relationship with the member
	Name	Address		
{1}	{2}	{3}	{4}	{5}
1				
2				
3				
4				

** Certified that I have no family as defined in para 2 (vii) of Employee's Family Pension Scheme, 1995* (Family means

- wife in the case of male member of the Employees' Pension Fund.
- Husband in the case of a female member of the Employees' Pension fund and
- Sons and daughters of a member of the employee's pension fund) and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly widow pension admissible under para 16(2)(g)(i) &(ii) in the event of my death without leaving any eligible family member for receiving pension.

**Name of the Nominee	Address of the Nominee	Date of Birth	Relationship with the member

Date :

Place :

**Signature or thumb-impression of the subscriber

CERTIFICATE BY EMPLOYER

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

Signature of the employer or other authorised officer of the establishment.

Place :

Designation :

Date :

Name and address of the establishment or Rubber stamp there on



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CIN - U72300TN2004PLC054887

FORM - 1

DECLARATION FORM

(To be submitted in respect of employee who is not already registered under ESI Act)

Name of the Employee (IN BLOCK LETTERS)	Date of Birth / Age	Sex		Marital Status		
		M	F	M	U	V
Full Residential Address including Pin code No., Phone / Mobile No. & email address	Present					
	Permanent					
Bank Details						

3. Father / Husband's Name:

4. Date of Appointment:

5. ESI Dispensary Chosen for Treatment:

6. Name and address of the employer & the branch office to:

which the employee attached (Affix the seal)

Name	Relationship & age of the nominee	Permanent Address



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CIN - U72300TN2004PLC054887

8. Family Particulars:

Name	Relationship with the I.P.	Date of Birth & Age as on date	Whether Residing with the IP	If residing elsewhere, address along with Name of the State

(In case the Insured Person is unmarried and his / her parents are not alive, details of minor brother or sister of the Insured Person wholly dependent on him may be given)

9. (In case the Insured Person is unmarried and his / her parents are not alive, details of minor brother or sister of the Insured Person wholly dependent on him may be given)	
10. In case of person with disability, please specify the nature of disability and its percentage (please enclose relevant documents)	

DECLARATION

- I undertake to intimate any change in the membership of my family within 15 days of such change.
- I hereby certify that particulars furnished above are true to the best of my knowledge.

Countersignature of the Principal Employer Signature of the I.P.
Or Authorised Signatory (along with name and date)



Chola Business Services Limited

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Tel: 91.44.30007172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

Gratuity Form Form 'F'

(see Sub Rule (1) of Rule 6) Nomination for Gratuity

1.I whose particulars are given in the statement below, hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

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

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

4. (a) My father/mother/parents is/are not dependent on me.

(b) My husband's father/mother/parents is/are not dependent on my husband.

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

6. Nomination made herein invalidates my previous nomination.

Nominee(s)

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion by which the gratuity will be shared
1.			
2.			
3.			

Statement

1.Name of employee in full: 2.Religion:

3. Sex: 4. Date of appointment:

5.Marital Status: 6.Permanent address:

7.Post held:

Place:

Date:

Signature of the Employee

60

~~77~~

88

TECHJIVAA SOFTWARE PRIVATE LIMITED

Offer Letter

To
Mr.Devendra Bhirud,
Pune

Date: 27-Oct-22

Congratulations...!

With reference to your application & subsequent interviews you had with us, we have selected you as “**Executive**” in the department of “**Finance and Accounts**” Based at “**Chinchwad, Pune**”.

A copy of your CTC Break-up is provided in **Annexure – I**.

You are requested to join on or before **1st November 2022**.

The formal **Letter of Appointment** will be issued upon joining the organization. You are required to submit photocopies of all education/experience certificates & testimonials at the time of joining which is mentioned in **Annexure -II**.

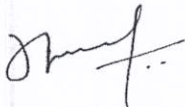
You will have to submit a Medical Fitness certificate from a Doctor with minimum MBBS Qualification for performing your job as per **Annexure-III**. You will also have to submit a self-declaration that, you have not had any major illness/surgery in the past. Offer will be valid subject to medical fitness.

Kindly note that, your compensation is private and confidential and you are advised to treat it so.

This offer will be valid subject to submission of acknowledgement copy of your resignation letter from the current company within seven days from the date of this letter, if any;

Kindly return the duplicate copy duly signed as a token of your acceptance of this letter.

For, **TECHJIVAA SOFTWARE PVT. LTD.**



Authorized Signatory

Accepted:

Name:

Registered Address: S. No. 17/1, Near Durga Mandir, Ganesh Nagar, Durga Colony,
Thergaon Pune MH 411033.

Corporate Office at: S. NO. 243 A, HI. NO. 2/2, Chinchwad, Pune City, Pune 411019 MH
Mob.: 9049653181, Email ID : techjivaa@gmail.com, CIN: U74999PN2016PTC167651

89

TECHJIVAA SOFTWARE PRIVATE LIMITED

Annexure-I

Techjivaa Software Pvt Ltd

S.No 243/A, Hissa No. 6, CTS No. 4519, 4519/1, Near Chinchwad Station

Chinchwad, Taluka - Haveli, Pune, MH - 411019

Employee Name	: Devendra Bhirud
Designation	: Executive
Department	: Finance and Accounts
Location	: Head Office
Date of Joining	: November 01, 2022
Description	Amount (INR)
Basic + VDA	12,485
HRA	2284
Transport Allow.	0
Child Education Allow.	0
Other Allow.	0
Monthly Gross Salary (A)	14,769
Performance Pay (B)	
Employee's Deduction	
Provident Fund@12%	1,498
ESIC@ 0.75%	111
PT	200
Mediclam	0
Total Employee's Deduction (C)	1,809
Employer's Contribution	
Employer PF Contribution @ 13%	1,623
Employer ESIC Contribution @ 3.25%	480
Gratuity @ 4.81%	601
Bonus (D)	1,040
Total Employer's Contribution (E)	3,744
Monthly CTC (A+B+E)	18,513
Monthly Net Payable (A+B+D-C)	14,000

Note: *Gratuity will be paid as per the Payment of Gratuity Act-1972

The net take home salary may differ as per the changes in Statutory components

Performance pay is based on KRA & KPI's ratings

Registered Address: S. No. 17/1, Near Durga Mandir, Ganesh Nagar, Durga Colony,
Thergaon Pune MH 411033.

Corporate Office at: S. NO. 243 A, HI. NO. 2/2, Chinchwad, Pune City, Pune 411019 MH
Mob.: 9049653181, Email ID : techjivaa@gmail.com, CIN: U74999PN2016PTC167651

TECHJIVAA SOFTWARE PRIVATE LIMITED

Annexure – II

Proof of Education

1. SSLC (+10) Marks Card
2. Secondary School (+2) Marks Card
3. Graduation / Post Graduation Convocation / Marks Cards / Convocation Certificate
4. Other Professional Qualifications if any
5. Medical Council / Nursing Council Registration certificate

Proof of Previous Employments

1. Experience certificate of previous employments
2. Last three months' payslips

Other Requirements

1. Aadhar Card – mandatory
2. Passport size photograph with Blue Background – 4
3. PAN Card
4. UAN Number and ESI Number of Previous Employment (Not Applicable for Fresher)
5. Cancelled cheque leave with the name printed on it / Copy of Bank passbook with Photo and the details of A/c No, IFSC Code, Branch Name ... etc mentioned on it.

Annexure – III

Pre-Employment Health Check-Up (If obtained within 15 days prior to the date of joining will be considered)	
1	Blood Grouping
2	Fitness certificate from Physician (From a Physician with Minimum MBBS Degree)

Registered Address: S. No. 17/1, Near Durga Mandir, Ganesh Nagar, Durga Colony,
Thergaon Pune MH 411033.

Corporate Office at: S. NO. 243 A, HI. NO. 2/2, Chinchwad, Pune City, Pune 411019 MH
Mob.: 9049653181, Email ID : techjivaa@gmail.com, CIN: U74999PN2016PTC167651

TECHJIVAA SOFTWARE PRIVATE LIMITED

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Mob.: 9049653181, Email ID : techjivaa@gmail.com, CIN: U74999PN2016PTC167651

75

61

42



Date: - 16/01/2021

Dear Shweta Dankhade,

Tecure Technology is excited to bring you on board as a **HR Communication Trainee**.

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Tecure Technology.

Tecure Technology is offering a full time position for you as **HR Communication Trainee**, reporting to immediate Admin starting on 18/01/2021 at Pune (remote working due to covid-19). Expected hours of work are 6 days and 48 hours of work.

In this position, Tecure Technology is offering to start you at a pay rate of **1.68 CTC Lac Per Annum** base salary per year. You will be paid on a monthly basis.

As part of your compensation, we're also offering **90 days** of Training with **30% of stipend** on your CTC in the duration of training.

As an employee of Tecure Technology you will be eligible for employee benefits, such as health insurance, Allowances after completing your training in our company.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 16/01/2021.

Sincerely

Ms. Komal Sagne

IT HR Recruiter

HR Recruiter

Human Resource Department

TECURE TECHNOLOGY PVT. LTD.

42

3/29/23, 1:15 PM

Gmail - Letter of Intent - Huntsmen & Barons

62

45

99



rifaut khan <rifautkhan08k@gmail.com>

Letter of Intent - Huntsmen & Barons

3 messages

Swapnil Bhagare <swapnil@huntsmenbarons.com>

Tue, Sep 21, 2021 at 6:12 PM

To: rifautkhan08k@gmail.com

Cc: Kapeel Kellaa <kapeel@huntsmenbarons.com>, Sachin Chavan <sachin@huntsmenbarons.com>, Jetendra Chaturvedi <jeet@huntsmenbarons.com>, Ajit Pawar <ajit.pawar@huntsmenbarons.com>

Hi Rifaut,

CONGRATULATIONS!!!

Further to various discussions with us, we are pleased to inform you about your selection for a job role with our organisation as **Recruitment Consultant** at our **Pune (KP) Office**.

Your employment with our organisation will tentatively commence on or before **22nd September 2021**.

Your Gross CTC will be **1.56 LPA**.

Performance based incentives would be over and above the given salary.

Please respond back with your confirmation mail .

Hard copy of your offer letter Digitally Signed would be hand delivered to you personally on the date of joining.

I warmly welcome you to **Huntsmen & Barons** and wish you a successful career with us!!

Note - If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

Thanks & Regards,

Swapnil Bhagare

Huntsmen & Barons

Arjun Building, 1st Floor,

5, Koregaon Park

Pune - 411 001

95

3/29/23, 1:15 PM

Gmail - Letter of Intent - Huntsmen & Barons

M - 9607950077

Mail me: swapnil@huntsmenbarons.com

Visit us: www.huntsmenbarons.com

rifaut khan <rifautkhan08k@gmail.com>
To: Swapnil Bhagare <swapnil@huntsmenbarons.com>

Tue, Sep 21, 2021 at 7:07 PM

Hi Swapnil,

Thank you for giving me this opportunity. I am writing to formally accept your employment offer for the Recruitment Consultant position at Huntsmen & Barons company. I will be joining the company from 22nd sept 2021.

[Quoted text hidden]

Swapnil Bhagare <swapnil@huntsmenbarons.com>

Tue, Sep 21, 2021 at 8:53 PM

To: rifaut khan <rifautkhan08k@gmail.com>, Kapeel Kellaa <kapeel@huntsmenbarons.com>, Shital Salunkhe <shital@huntsmenbarons.com>

++ Adding Kapeel and Shital

[Quoted text hidden]

Heading North HR Consulting Pvt. Ltd.

Fl. No. C1202, Pebbles Urbania, Bavdhan BK, Sr. No.1/2, Pune- 411021, M:9822294996,
rajivkadam@yahoo.co.in CIN: U74900PN2015PTC154192

15th June 2022

Ms. Pranali Divekar

Pune.

Dear **Ms. Pranali**,

Subject: Appointment Letter

Please refer to your application for the position of '**Executive Recruitment**' with us.

On subsequent discussions and interview, we have pleasure to inform you that you have been appointed in the services of our company effective from 15th June 2022.

Now, you will be placed in Executive cadre, and this would entitle you to salary and benefits as per the Annexure I enclosed with this letter. **Your annual fixed CTC will be Rs. 146400/-** with a monthly CTC amounting to **Rs. 12200/- per month**. Your monthly billing target will be **Rs. 61000 (Sixty one thousand)** from the date of joining.

Your **probation period** will be **3 months from the date of joining** our organization. On completion of your probation period, your Performance would be reviewed and would be confirmed in the services of the company. Performance incentive will be applicable from the date of joining.

Other terms and conditions of your employment shall be as under.

A) Appointment

1. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, Group Company, sister concern or subsidiary of this Company or any of its associates, presently in existence & operational or will be operational in future in India or abroad. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred and that you will, therefore, not be entitled to any additional compensation.

B) Responsibility

2. During your employment with the Company, you will be governed by the service rules /manual and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal requirements as may be applicable.
3. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
4. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
5. In the event, you are required to be sent for training abroad or at any place in India at our principals or otherwise, as per Company policy, you will have to execute a bond thereby committing yourself for service with the Company after completion of your training, failing which you will be liable for the cost incurred on your training along with liquidated damages.
6. Your appointment is a fulltime assignment and you will not at any time engage, directly or indirectly, in any paid occupation or business outside the company without obtaining prior written consent of the company.
7. You will currently work in **Key Accounts Department** of our company.
8. You will be reporting to the Recruitment Manager **Ms. Pratima Chaudhari**.

C) Confidentiality

9. Without the prior consent of the Company in writing during the continuance of your employment, you shall not publish or cause to be published any publication or contribute any article or review to any newspaper, magazine or other publication whether for remuneration or otherwise on a subject in any way related to or concerning the Company's business, services, products, strategies or policies.
10. If, during the period of employment with us, you achieve any inventions, process improvement, operational improvement or other processes/methods, 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 such rights shall stand to be automatically transferred to the Company for the purpose of seeking any patent rights in respect thereof or for any other purpose. All the systems or projects developed by you during the period of employment will be the exclusive property of the company.

11. During the course of your employment with us, you will come across or in the possession of the knowledge of the trade and methods of the business. It is essential that you undertake to maintain total secrecy and confidentiality about all information, knowledge, or such other matters. You shall not yourself, by or through others allow the same to be disclosed /used in any matter detrimental to this Company either during your employment or thereafter.
12. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant, particularly the products, quotations, specifications, trade secrets, systems, procedures or other policy information.

D) Termination / Separation

13. In the event of breach of any of the terms & conditions of your employment and / or service rules, the company reserves the right to claim liquidated damages from you, apart from other damages. Company also reserves the right to terminate your services without giving notice.
14. This contract of employment can be terminated by any of the parties by giving to the other party a **notice of one month in writing** of its intention to do so or by tendering a sum equivalent to one month's Gross salary in lieu thereof, and further the Company may at its sole discretion, waive the whole or part of the notice period without any compensation. However, company also reserves the right not to relieve you till the completion of job/assignment in hand.
15. Your appointment and employment will be subject to your being and remaining medically fit. It is necessary for you to get medically examined by the Medical Officer appointed by Company as and when required by the Company. If at any stage you are found to be unfit by the Medical Officer for the job currently being done by you, then you are liable to be terminated on medical grounds. You will automatically retire from the employment of this Company upon reaching the age of 60 years.
16. Your employment is substantially based on the information provided by you. If it is found at any stage that the information provided by you is incorrect or some information is suppressed, then your employment will be automatically concluded.
17. You will be solely responsible for the company property assigned to you to discharge your duties. Loss of any of items would be recovered from you, as the company may deem appropriate. On ceasing to be in the employment of this Company for any reason, you will promptly settle all the accounts including the return of all Company properties, tools, equipments, documents, etc. without making or retaining any copies.

E) General

18. You are not to interest yourself in any business or do training on your own account. Breach of any one of the conditions above will render you liable to termination of your employment without notice.
19. Any dispute between yourself and the Company concerning or relating to or arising out of your appointment/employment shall be subject to the jurisdiction of Pune.
20. You are required to immediately intimate the Company in writing any change in the information/particulars provided by you.
21. If you leave the organization within 1 year from the date of joining, you will not be entitled for relieving letter.

You are requested to affix your signature on the duplicate of this letter and annexure confirming your acceptance of the terms and conditions of employment and return it to HR department.

Thanking You,
For Heading North HR Consulting Pvt. Ltd.



Swati Joshi
Head HR

I agree to accept the employment on the terms & conditions mentioned in the above letter.

Signature and Date
Pranali Divekar

November 12, 2021

To,
Twinkle Bharne
twinklebharne1998@gmail.com
Pune

Dear Twinkle,

Sub: Offer to join Ventura Learning Technologies

In continuation with the interactions you had with us, we are extremely happy to offer you a permanent position with us. We expect you to join us on or before **November 12, 2021**.

We are committed to giving you a truly unique and rewarding professional developmental experience, as we aspire to grow this company into an innovative enterprise that conceptualizes innovative solutions. In return, as a key stakeholder in our company, we expect you to adhere to the highest standard of professional ethics and offer your highest commitment and intellect in your everyday professional life.

The details of your role and the offer are elaborated in this letter. You are encouraged to share this letter to members of your family and close associates so that they get a flavour of the culture of our Company and our outlook towards our colleagues.

Your cadre and career path

Cadre	Description	Designation
Learning	At this cadre, you will work as an intern with us. You will go through a through training on various tools and technologies and will be groomed to execute your responsibilities in the development function. You will be guided by the senior team members.	Designation: Trainee Instructional Designer Compensation: Rs. 12,000 Duration: 3 months
Applying	At this cadre, you will execute development tasks under the mentorship and guidance on the senior team members/leads.	Designation: Trainee Instructional Designer Compensation: Rs. 15,000 Duration: 3 months
Contributing	At this cadre, you will work on live projects as an individual contributor.	Designation: Jr. Instructional Designer Compensation: Rs. 18,000 Duration: 3 months
Participating	At this cadre, you will own up responsibilities of the project and be an active participant from the development function.	Designation: Instructional Designer Compensation: Rs. 20,000-Rs. 25,000 Duration: Fixed Yearly CTC



Your performance evaluation

You will be mentored on a periodic basis by your line manager/s, which will also include feedback sessions every 3 months and you will be promoted to the next cadre only if your performance meets our evaluation criteria.

Company policies and values

The detailed policies and benefits will be shared to you during your induction program. However, a few governing principles are:

- Our company will treat members as colleagues and not as resources (in fact we would minimize the use of the term employees).
- Our company's work week will be Monday through Friday. Standard national and state holidays would be applicable to our company.
- A typical working week is expected to have 45 working hours (excluding lunch and breaks). The regular working hours are 9.30am to 6.30pm every work day.
- Our company will endeavor to not work on weekends. However, considering your role, you may be requested to accommodate working weekends and be compensated with as per company policy.
- Our company encourages you to lead a balanced life and encourages you to undertake at least one sporting / fitness-related / cultural activity. Our company is in favour of an efficient, waste-free work life rounded off with a personal life as opposed to long, tiring, inefficient hours in the workplace.
- All the intellectual property you develop as part of your tenure with us shall be owned by Ventura.
- You are expected to adhere to the highest standards of confidentiality – any sensitive information you are privy to, including the company's business plan, product intelligence, details of patents, design documentation or any confidential information will not be shared beyond the company's colleagues or through personal email. You will sign a non-disclosure agreement upon your joining.
- If your separation with the company on the grounds of non-compliance to our confidentiality agreement, or poor performance or any potential threat to our company and customers due to your negligent behaviour, then the company reserves the right to terminate the employment without any notice period clause or compensation thereof.
- We do not expect you to be micro-managed. The company places utmost trust in you and hence will not monitor your day-to-day activities.
- The company has equal responsibility to groom you to a level from Intern to Instructional Designer. Hence, to protect the efforts in this endeavor, the company expects you to sign an agreement for a continued employment of 12 months at a minimum starting from your Trainee cadre.
- In case due to any seen or foreseen circumstances you are not able to complete the minimum requirement of 12 months of continued employment, you will be liable to pay to the company a compensation of Rs. 75,000 (Seventy Five Thousand Only) within 7 days of leaving the company. The said clause will be documented and notarized on a stamp paper for company records.



Documents required on the day of joining

On your joining day, you will need to submit the following documents:

- Copy of PAN Card
- Copy of Aadhar Card
- Education Documents
- Proofs for Present and Permanent Address
- Photograph

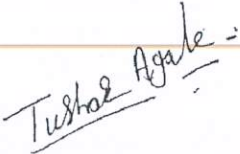
Offer validity

This offer is valid till **November 11, 2021**, subject to accepting to join on or before **November 12, 2021**. Hence, you are requested to confirm your acceptance by signing and sending us a copy of the same.

Upon accepting this offer letter, you will be required to execute a formal Non-disclosure agreement with the Company on your joining date.

We do hope you would accept this offer and be amidst us very soon. If you have any questions on your role or on any other aspect of this offer, please contact the undersigned.

For Ventura Learning Technologies LLP,



Tushar Agale
Founder and
Director

60

79 39

Appointment Letter

Dear Akib,

Coherent Market Research is pleased to inform you that you have been selected through rigorous selection process and we are glad to appoint you as "Associate Consultant LI in Healthcare Team" in our Organization.

Date of Joining: Your joining date shall be **May 10th, 2021** and the details of roles and responsibilities shall be provided upon joining. However company reserves right to change the roles from time to time depending on the priorities of the company.

Designation: Your Designation in the organization would be "Associate Consultant LI in Healthcare Team".

Probation: You will be under probation for a period of **2 (two) months** from the date of joining. Based on your performance your services will be confirmed with the company in written after three months. After confirmation you will be entitled to the paid leaves, confirmation letter and other employee benefits entitled to the permanent employees according to the company norms.

Salary: You will be paid a CTC amount of **INR 144,000.00/-** during probation and CTC amount of **INR 340,000** post probation. The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy (Please refer to Annexure 1 for detailed Salary break up)

Deductions: Professional Tax, Income Tax Deducted at Source, PF or any other statutory deductions if applicable will be deducted from your salary CTC. Deductions would be applicable as company plans to implement Insurance policies, among others.

Confidentiality: You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, intellectual property, project cost & estimation, technology, software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

Non Compete: During the term of this Agreement (which includes the notice period that may be applicable) and for a period of three (3) years post the termination or expiry of this Agreement, the Employee shall not engage in any business or other activities which are directly or indirectly, competitive with the business of the Company. The Employee agrees that such restriction is reasonable and necessary considering the nature of business of the Company.

35

67

Grand Insights Private Limited

CIN: U73200PN2020PTC189559

Registered Address: D-906,

The Address, Plot no.519-520, Nashik - Pune Hwy, Moshi,
Pune, Maharashtra, 412105



OFFER LETTER

Employee Name: Ms. Krutika Kute

Designation: Market Research Trainee

We're delighted to extend this offer of employment for the position of **Market Research Trainee** with Grand Insights Pvt. Ltd. Please review this summary of terms and conditions for your anticipated employment with us. If you accept this offer, your start date will be **3rd August 2021** and you would report directly to Mr. Mayur Lokhande (Manager – Research and Consulting) on the following address-

Office Address: 401, Heramb Complex, Survey no. 42, Plot no. A-47, Kasturba Society, Vishrantwadi, Pune - 411015

Please find below the terms and conditions of your employment, should you accept this offer letter:

Position- Your job title will be **Market Research Trainee**. This is a full-time position. While you are employed by this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Cash Compensation- The Company will pay you a starting net Salary of INR **12,000** per month accordance with the Company's standard payroll schedule. The company will hold a meeting post your probation and will extend the term of your employment based on your performance and discussion.

Hours and Compensation- This is a Full-Time position requiring approximately 9.5 hours per day for six days per week. You will not be entitled to any paid leave during your probation period.

Probation Period- 6 months from date of joining unless otherwise changed.

If the term of your employment is extended post your probation, you shall receive a hike as per industry norms on your net salary or as per the discussion concludes after completion of six months of employment.

Grand Insights Private Limited

CIN: U73200PN2020PTC189559

Registered Address: D-906,

The Address, Plot no.519-520, Nashik - Pune Hwy, Moshi,

Pune, Maharashtra, 412105



Employment Relationship- Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, 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).

Termination- The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Proprietary Information and Inventions Agreement- Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information Agreement.

Privacy- You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Interpretation, Amendment and Enforcement- This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified. Except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement. Upon your acceptance of this employment offer, Grand Market Insights will provide you with the necessary paperwork and instructions.

Jenish Gajjar

Managing Director

Date: August 2, 2021



ISO Certified

68

21

AQUA TECH ENGINEERS

Corporate Office : Shriman Society, S. No. 1/4 B, Karve Nagar, Pune - 411 052. Tel. : 25423731 Telefax : 25423284
Branch Office : Shop No. 3, Shri Durga C.H.S., Sector 1E, Plot No. 34, Kalamboli, Navi Mumbai - 410218

Date: - 21 /03 /2022

EXPERIENCE CERTIFICATE

This letter is to certify that Ms. Archana Nair has worked with us from 19th October 2021 till 19th March 2022 as a "Marketing Executive - Digital Media".

His/ Her monthly gross salary is Rs.12,000 /- month.

During this period we found her hard working, sincere towards her work.

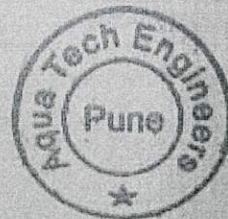
We relieve her on 19th March 2022.

We wish her all success in her future endeavors.

For AQUATECH ENGINEERS,

Pallavi Jadhav

Manager - Human Resource



13

Ref. No.- 20-21/ OW/13

4th August 2020

Shivani Bhuvan Salunke

**Plot no. 672, Sector 18 Shivtej Nagar,
Chinchwad Pune 411019**

Dear Shivani,

With reference to the discussions you have had with us, we are pleased to appoint you as "Accountant" for our company on the following terms and conditions:

1. You will be paid a consolidated amount of Rs. 120000 (Rupees One Lack Twenty Thousand only) per annum.
2. This appointment is for a period of one year effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from 4 August and will be valid for a period of one year.
3. In this capacity, you will be located at Bhosari and will report to Manager or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Not with standing your appointment in this company, your services could be reassigned to any other company of the Shree Gajanan Enterprise Group.
4. You may also be assigned such other duties as may become employee at Shree Gajanan Enterprise in the discretion of the Management in any Branch or office of the Company and/ or its Subsidiaries or Associate Companies.
5. You will be eligible for 18 days leave pro-rated per calendar year. However, leave will be allowed subject to exigencies of work.
6. It is clarified that in addition to the above, you will not be entitled to any other benefits.
7. This appointment can be terminated by giving One -month notice on either side or payment in lieu of shortfall in this notice period.

8. You shall observe all rules and regulations of the company.

9. During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management.

10. You are required to maintain the highest order of secrecy with regards to the work or confidential information of the Company and/ or its subsidiaries or Associate Companies and in case of any breach of trust, your appointment may be terminated by the Company without any notice.

11. The Company lays emphasis on all statutory compliances and you should ensure compliance with various statues in your area of operations.

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records.

Regards

GORAKHNATH GODSE
MANAGER
SHREE GAJANAN ENTERPRISE.

GAJANAN
Enterprise

MSC SERVICE CENTER INDIA PRIVATE LIMITED

Regd. Office :- Kosmo One, Tower B, 6th Floor, No. 14, 3rd Main Road, Ambattur Industrial Estate,
Ambattur, Chennai - 600 058, India. Tel : +91 44 71013450. Website : www.msc.com CIN : U74900TN2015FTC101541

70

MSC

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09/12/2021

To,

Mr. Vijay Gulabrao Patil
Pune

Dear Mr. Vijay Gulabrao Patil,

We are pleased to offer you an Appointment Offer with our Company as **Assistant Executive – Export Documentation** at our Pune office in **Grade - ED-B1** on the terms and conditions as discussed with you.

Our formal Appointment letter will be issued to you on your joining the Company.

We expect you to join us on **15/12/2021**.

Your employment offer is subject to **Medical examination** and issuance of satisfactory report by the Company's Doctor.

We look forward for a long and fruitful association with you.

Kindly sign and share the duplicate copy of this letter in token of your acceptance of the offer.

Thanking you,

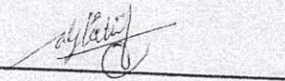
For **MSC SERVICE CENTER INDIA PRIVATE LIMITED**



B. SURESH KUMAR
MANAGING DIRECTOR

Accepted and Signed by Mr. Vijay Gulabrao Patil:

Dated: 10 Dec 2021



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17



OFFER CUM APPOINTMENT LETTER

Srijan Ranjan Raaj

Survey no 2/3, House no 731, Sahyadri Nagar Dhankawadi
Pune - 411043
MH
IND

Dear Srijan,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Customer Service Associate at Pune, India.**

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **15-Jul-2019.**

2. Probation

You shall be on probation for a period of 6 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:ALPANA SEN
Date: 2019.07.10 13:22:44 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

72



Date: 25/07/2021

Name: Indrajit Jogdand

Address:

S/O Hanmant Jogdand Renapur,

Dighol Deshpande, Latur Maharashtra - 413527

RE: OFFER LETTER

Congratulations! We are pleased to confirm that you have been selected to work for Opulence Money. We are delighted to make you the following job offer.

The position we are offering you is that of Mutual Fund Department. This position reports to Shivaji Bhilare. Your working hours will be from 9AM to 6PM.

We would like you to start work on 01/08/2021 at Desired starting time. Please report to Mr. Shivaji Bhilare for documentation and orientation.

During your Job, you will have an access to company's clients and confidential information. You agree that you will keep all this information client information strictly confidential and will not share it with anyone outside company. You will not use it for your own benefits; you will return documents and all property of the company.

We are confident you will be able to make a significant contribution to the success of our Opulence Money and look forward to working with you.

Sincerely,

For Opulence Money

Sanjay Keshav Kulkarni

Director

Opulence Money

127
(73) (74)

Date: 21 Jan 2021

Name: Mr Samarth Rajendra Basale
Trainee ID: TR10341632
Ro. House no.29 Gopal society Ganesh nagar
Dhayari
Pune 411041

Dear Mr Samarth Rajendra Basale

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 1 Year with start date 21 Jan 2021 and end date 20 Jan 2022 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
 - a. Communication Skills
 - b. Personality Development and
 - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
 - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.



pranjal jadhav <pranjaljadhav@mmimert.edu.in>

About placement

1 message

SAMARTH BASALE <samarthbasale2019@mmimert.edu.in>

Wed, Jun 2, 2021 at 9:19 AM

To: pranjaljadhav@mmimert.edu.in

Dear Madam,

I am Samarth Rajendra Basale ,Div-C,Roll No.-3007,Finance student. Now i am wroking with Bosch And Siemens Household Appliances.Many times I am unable to Attend our important lectures and activities beacause of my working hours.pls find Attach Offer letter.

 **Samarth Basale..pdf**
98K

3:07

VoLTE 89%

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← PARTHVANSHI PRADE...   

DocuSign Envelope ID: 3DD3C6AE-CD78-47FA-B8B9-DA4145883D31

UPS Logistics Pvt. Ltd.
5th and 6th Floor R4 Building Gera Development Limited,
Kharadi Village, Taluka Haveli, Pune 411 014, India
CIN: U74999PN2000PTC155732
(91-20) 6310 1000 Tel
www.ups.com



20th May, 2021

PARTHVANSHI PRADEEP BHUJBAL

Employee Number: 00000194008

Pune

Dear Parthvanshi,

Subject: Confirmation of Appointment

With reference to your Appointment letter dated 06th November, 2020 you have successfully completed your probation period, hence the Management has the pleasure in confirming your employment in our organization with effect from 05th May, 2021.

All the terms and conditions of your employment will remain unchanged.

Thanking you,

Yours faithfully,

For UPS Logistics Pvt. Ltd

DocuSigned by:
Neha Jadhav
D1A33889F2448F

Neha Jadhav
Supervisor – Human Resources

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MB
Pragati Multi Services Pvt. Ltd.

PMSPL/HR/FTA/909
Date: 01.10.2021

Plot No. - R-2/4, Chikalthana, MIDC Industrial Area, Aurangabad.



To,

Mr. Gajanan Napate

At-Cheenchkhede Seem, Po-Kolhadi, Tq.-Bodwad,
Jalgaon (MH) 425 310.

Sub. : Fixed Term Appointment.

Dear Mr. Napate,

With reference to your application / our discussion, we are pleased to appoint you as "Executive - LMS" our company for a fixed and specific period which will be commencing from your date of joining and shall automatically come to an end on 30.06.2022 on the following terms & conditions;

- 1] **BASIC SALARY & ALLOWANCES** (Compensation Package Details):- The details of your compensation package are attached as Annexure-'A' to this letter.
- 2] **TAXATION**:- Your emoluments will be subject to deduction of various taxes applicable to you.
- 3] **TRANSFER/ASSIGNMENTS/DEPUTATION/RE-DESIGNATION**:- You would be initially placed at Pune. Your services are liable for transfer/assignment/ deputation anywhere within the country at any time. Further you are also liable to transfer/ assignment/deputation to any other department or to any of the existing or proposed unit and /or the units / offices which shall come in existence henceforth as and when required. You will be re-designated as per requirement of company.
- 4] **SEPARATION**:- a) This contract of employment can be terminated by either side by giving one month's notice in writing or one month's salary in lieu of notice. Such notice will not be necessary if your services are dispensed with for committing act/s or misconduct. Further, the management shall have absolute discretion to waive notice period fully and / or partially and shall be entitled to effect and /or accept the termination of your employment either with immediate effect or with effect from any date as it may deem fit and proper and shall relieve you accordingly.
b) In addition to above, if you remain absent from duties without intimation and/or Prior permission and/or without sanction of leave for six consecutive days notwithstanding the reasons there for the management shall presume that, you have no interest left to continue with us and you have terminated this contract of employment on your own without any notice, wherein, you will be liable for deduction of month's notice pay from your full and final settlement.
- 5] **REFERENCE CHECK**:- This appointment is made on the basis of the information given by you, and contained in your application, which is undertaken by you to be true and correct. If by way of reference check or by any other means the information provided by you is found to be false, misleading or deliberately concealed, the management will have the right to terminate your services forthwith without any notice or compensation, even after you have joined our company.
- 6] **CONFIDENTIALITY OF INFORMATION**:- You are expected to maintain utmost secrecy in regard to affairs of the company and shall keep confidential any information, where written or oral, which relates to operations of the business or financial affairs or proposed methods of operations, accounts, transactions, proposed transactions, secured information, trade secrets, know-how or clients, agents, contractors or vendors even after you leave the employment of the company and during your life time and shall not divulge such information to any print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company.

You shall not divulge to any person or print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company any information you get during your employment since your joining and after termination thereof, regarding the writing a book / column, operations, trade and business of the company. Upon termination of your employment, you will immediately surrender to company all documents whether in electronic or physical form and any other property entrusted to you during the course of your employment and even after you leave the employment of the company and during your life time.

Breach of this provision will make you liable for action for criminal and civil breach of trust.

Date: 01.10.2021

Name: Mr. Gajanan Napate

Signature:

Contd. on... 2



[..2..]

7) **JURISDICTION:-** Even though the company may depute you for work to any location in India, the jurisdiction concerning any dispute arising out of this contract of employment will be the courts at Aurangabad only.

8) **INTELLECTUAL PROPERTY RIGHTS:-** All intellectual property rights, including but not limited to, patents, copy rights, designs and trade mark developed by you during your office time or using company infrastructure or while performing discharging official duties shall be sole and exclusive property of the company and the same shall be deemed to be work made for hire. The copyright and intellectual property rights of all material produced by you during your tenure shall vest with Pragati Multi Services Pvt. Ltd.

Any official communication of confidential nature shall be kept by you with all possible safe guards and shall be destroyed after the purpose is served. The company reserves the right to proceed against you and recover damages where any such intellectual property rights are found to be breached by you.

9) **OTHER TERMS AND CONDITIONS:-**

a) You shall be governed by the rules and regulations of the organization, which are in force and/or are framed from time to time. The terms and conditions of service can be changed without any reference to you and the same shall be binding upon you as is applicable to other employees of your grade/level/function/department of the company.

b) You shall communicate the change, if any, in your permanent/present residential address/ telephone / mobile number hereafter immediately, failing which communication sent to you at your notified address, shall be deemed to have been received by you.

c) You shall throughout your service with the company, conduct yourself in a manner befitting a responsible employee of the company and maintain absolute integrity.

d) You shall hold yourself ready for any training at any place or places whenever required with in India.

e) During your service tenure with us you should not work on regular / part time basis for any outside organization or run any side business directly or indirectly.

f) Also, you may be called upon to work / duties on any holiday by the management and you will be eligible for compensatory off or compensation against attending the duties on said holiday. However, the management has reserved its rights to give compensatory off or compensation against / in lieu of working on any holiday. Such compensatory off if given can be availed within stipulated period as per norms; failing which the same shall be lapsed. In no case, this compensatory off shall be credited to leave accounts.

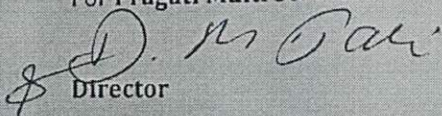
10) **MEDICAL EXAMINATION:-** The company reserves the right to get you medically examined by a medical practitioner nominated by the company and your further employment will depend on your being found fit.

11) **SECURITY:-** Security is an important aspect of the operations of the company. We have security personnel deployed at all necessary points in the office. You would be required to follow all the security instructions given by the Administration and comply with requirements of the security personnel deployed at various points. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programmes, games, attachments to your computer systems.

Please return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms and conditions.

We welcome you to our organization and wish you a long and satisfying career with us.

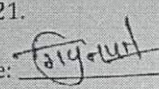
For Pragati Multi Services Pvt. Ltd.


Director

Encl.: Annexure-'A'

I have carefully read and has understood the above terms and conditions. I hereby undertake to strictly abide with the same and joining duties from 01.10.2021.

Name: Mr. Gajanan Napate

Signature: 

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www.opulencemoney.in

Date: 29/01/2021

Name: AMIT PITRUBHAKTA

Address:

S/O Dnyaneshwar Pitrubhakta,

Galli 1,ZODGE , NASHIK, Maharashtra - 423205

RE: OFFER LETTER

Congratulations! We are pleased to confirm that you have been selected to work for **Opulence Money**. We are delighted to make you the following job offer.

The position we are offering you is that of Stock Exchange Department This position reports to Mr Sanjay Kotkar Sir. Your working hours will be from 9AM to 6PM.

We would like you to start work on 01/02/2021 at Desired starting time. Please report to Mr.Sanjay Kotkar Sir for documentation and orientation.

During your Job, you will have an access to company's clients and confidential information. You agree that you will keep all this information client information strictly confidential and will not share it with anyone outside company. You will not use it for your own benefits; you will return documents and all property of the company.

We are confident you will be able to make a significant contribution to the success of our **Opulence Money** and look forward to working with you.

Sincerely,
For Opulence Money


Sanjay Keshav Kotkar

Proprietor

Director

Opulence Money

57



S. V. Bapat & Co.
CHARTERED ACCOUNTANTS

Office : 3, Sagar Apartments, S. No. 11/1A/3, Erandawana, Near Laxmi Narayan Nagar, Pune - 411 004.
Tel.: 2546 0562, Email: svbapatandco@gmail.com

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Date: 1st June 2019

To,

Mr. Harshad Umesh Kulkarni

Flat No. 09, Praladh Apartment,
123 Shukrawar Peth,
Pune - 411002

Subject: **Appointment** for the post of Accountant and Audit Assistant

Dear Mr. Harshad Umesh Kulkarni

We are pleased to offer you, the position of Accountant and Audit Assistant with our S.V. Bapat and Co. chartered Accountant firm on the following terms.

Commencement of employment


Your employment will be effective, as of 26th June 2019

Job title

Your job title will be Accountant and Audit Assistant

Please confirm your acceptance of this Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with You.


S. V. Bapat
Chartered Accountant



package 2.5 lacs.

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UBS Business Solutions (India) Pvt. Ltd.
(CIN: U74999PN2015FTC157258)
Unit 501,601,701,801,901,
Bldg No.8, Commerzone,
Yerwada, Samrat Ashok Path,
Pune 411006, Maharashtra, India

Tel: +91-20-67421500
www.ubs.com

04 March 2022

PRIVATE & CONFIDENTIAL

Ms. Shivani Yashwant Ovhal

Dear Shivani,

Following our recent discussions, we are pleased to offer you a Intern position in our Human Resources Department with UBS Business Solutions (India) Private Limited ("the Firm") under the following terms and conditions set out below (this "Agreement").

In this Agreement, the term "UBS Group" means UBS Group AG and its subsidiaries and any branches, business divisions and affiliates thereof wherever incorporated or carrying on business, including the Firm, and "Group Company" means any company within the UBS Group.

1 Assignment Period and Reporting

- 1.1 Your internship assignment will be for the period from 28 March 2022 ("Date of Commencement") to 24 June 2022, or an alternate period/date mutually agreed by you and the Firm. You will report to Sugandh Kapoor, Authorized Officer, Human Resources, or such other executive as may be nominated from time to time.
- 1.2 If:
- (a) you do not or are unable to report for work on the Date of Commencement with a reason satisfactory to the Firm; or
 - (b) a valid employment visa or other permission or authorization (where required by law) has not been obtained or is not in effect on or before the Date of Commencement, or you are not entitled lawfully to reside and undertake employment with the Firm in Pune; or
 - (c) if any of the Firm's background screening processes and/or reference checks required prior to your commencement of employment are not completed to the satisfaction of the Firm (as required and determined in the Firm's sole discretion),

the Firm shall have the right, but not the obligation, to extend or postpone the Date of Commencement.

If the Firm does not agree to extend or postpone the Date of Commencement, the Firm may by notice to you rescind this Agreement whereupon the Firm shall have no liability to you.

2 Duties and Hours of Work

Your responsibilities and duties would be intimated to you upon the commencement of your internship assignment. In general, you will be required to work, from Monday to Friday and your actual working hours shall not be less than 40 hours per week including lunchtime, and if necessary on Public holidays or for additional hours as required for performing your duties competently and also depending upon the exigencies of work.



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HR0004681577



IND03

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You shall, while undertaking your internship duties, devote the whole of your time and attention and abilities to the Firm and any other Group Company and shall use your best endeavours to promote and protect the general interests and welfare of the Firm and any other Group Company to which you may from time to time render your services.

3 **Internship Allowance**

Your internship allowance has been set to the monthly rate of INR25,000/- per month.

4 **Compliance Induction**

To provide you with a better understanding of the Firm's compliance policy, you will be invited to attend a Compliance Induction Training Session shortly after the commencement of your internship. Please note that the Compliance Induction Training Session is a compulsory training for all new joiners. You should complete such training within your internship period.

5 **Tax Payment**

As to any remuneration provided to you by the Firm, the Firm will withhold any and all taxes and imposts required by law. You will be solely responsible for any applicable taxes and imposts as required by law.

6 **Benefits**

You are not eligible for any of the Firm's benefits program(s), except to the extent set out in this letter.

7 **Holidays**

You shall be entitled to sick leave in accordance with the Leave Policy of the Firm. Any other type of leave taken during the assignment period, including study leave and vacations, shall be treated as unpaid leave. Any such leave must be approved by your line manager and the Human Resources Manager. Any unpaid leave which is taken immediately before and after a weekend will include the weekend for the purposes of calculating the period of unpaid leave, regardless of whether the weekend is expressly included in this period in the GLA record.

8 **Termination**

8.1 Your internship may be terminated in writing by the Firm or yourself by giving one week of notice or payment in lieu of notice by the Firm where your internship is terminated by the Firm.

8.2 In any event, your internship will terminate on the date specified in paragraph 1 above unless your internship is extended by the Firm in writing prior to such date. Any extension may be made subject to your agreement to and acceptance of such terms and conditions as the Firm may in its absolute discretion consider appropriate.

8.3 The Firm reserves the right to terminate your internship at any time without notice or payment in lieu thereof if you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this Agreement or the Firm's regulations, policies and procedures (including but not limited to the Firm's Employee Handbook) or if you are guilty of any serious negligence or misconduct in connection with or affecting the business or affairs of the Firm or otherwise as permitted under applicable laws in India.

"Misconduct" will include without limitation:

- (a) fraud, misappropriation and/or or dishonesty in respect of the Firm's property or business;
- (b) absence from service without prior notice in writing or without sufficient cause for seven days or more;
- (c) repeated failure to comply with the lawful directions of the Firm and/or its officers;
- (d) going on or abetting a strike in contravention of any law;
- (e) causing damage to the property of the Firm; and/or
- (f) breach of confidentiality/secret provisions set out in this Agreement.



- 8.4 Following the termination of your internship, you agree that you will be willing to assist the Firm or any other Group Company in respect of any dispute, internal or external investigation or enquiry or any actual or potential litigation (whether civil or criminal) with which the Firm or such Group Company may be involved and in respect of which you might reasonably be expected to have knowledge, including but not limited to assisting in preparing witness statements and attending at court to give evidence.

9 **External Directorships, Positions and Activities**

You are required to comply with the provisions of the UBS Group Policy on External Directorships, Positions and Activities, including any approval procedures prescribed thereunder. Any failure to comply with this policy may constitute gross misconduct which may result in summary dismissal.

You are not permitted to accept or continue employment or consultancy services outside the Firm whether or not for any form of remuneration, without prior written consent from the Firm.

10 **Personal Information**

- 10.1 From time to time throughout the course of your internship, the Firm and/or any other member of the UBS Group, including all its subsidiaries in India, or through its authorized agent may collect and/or request from you the voluntary provision of data/information relating to you for the purposes of the Firm's administration and management of its employees, staff and its businesses and for compliance with applicable procedures, laws and regulations. These purposes include but are not limited to, manpower planning, provision of compensation, benefits, and payroll, performance appraisals, personnel appointment announcements inside and outside UBS Group worldwide, compensation and benefits or other personnel related surveys, government statistics or returns or any form of governmental data request for any reason, insurance requirements, background and/or reference checks by the UBS Group or any other person, avoidance of existing or potential conflicts of interests, monitoring for compliance with internal policies and procedures, requirements of regulatory or governmental authorities located inside or outside India and review of employment decisions by the UBS Group.
- 10.2 You are aware that if you choose not to provide the aforesaid data/information to the Firm, or its authorised agent, you may be denied benefits, promotions, transfers and/or employment or continued employment or engagement as a result of your decision.
- 10.3 You further agree, consent to and authorize the Firm and/or any other member of the UBS Group to collect, hold, use, process, disclose or transfer, in or outside of India, any data/information relating to you to any member of the UBS Group, any internal or external consultants, professional or other advisers of the UBS Group, any compensation or benefits or any other third party service providers or agents, providing services for or at the request of the UBS Group, any regulatory or governmental authorities or authorized bodies having jurisdiction over the UBS Group, any persons or bodies where the Firm is required to do so by law or where the interests of the UBS Group or public interest require disclosure, any actual or proposed assignee or successor of any part of the UBS Group, or any person with your express or implied consent and any other person to achieve the aforementioned purposes.
- 10.4 In respect of any data / information you provide to the Firm which relates to your partner, dependents or any individuals other than yourself, you agree that the data subject has been notified of the purposes for which the Firm will use their data / information, and you confirm that you are authorized by the data subject to provide such data / information to the Firm for the purposes mentioned in paragraph 10.
- 10.5 You are further aware that you have the right to request access to certain data / information relating to you held by the Firm, as well as the right to request correction of such data / information, subject to applicable laws as amended from time to time. To exercise these rights, you may contact the Human Resources Department.
- ## 11 **Non-Solicitation**
- 11.1 You shall not during your internship or at any time during the three month period after the date of cessation of your internship, either on your own account or in conjunction with or on behalf of any other person, firm, company, trust, organization or other entity, solicit, interfere with or endeavour to entice away from the Firm:
- (i) any person, firm, company, trust, organization or other entity for whom or which the Firm either performed or actively solicited work or business during your internship with the Firm, or, where this



provision would apply after your internship ceases, during the period of up to 12 months immediately prior to the date of the cessation of your employment with the Firm and with whom or which you have had business dealings during such period; or

- (ii) any person who is employed at the rank of Associate Director or above by the Firm, or who is otherwise employed as a Client Advisor Assistant and with whom you have had direct contact and business dealings during your internship with the Firm, or, where this provision would apply after your employment ceases, during the period of up to 12 months immediately prior to the date of cessation of your internship.

11.2 Both you and the Firm agree that the prohibitions and restrictions contained in this paragraph 11 are:

- (i) reasonable in terms of the period, territorial limitation and subject matters; and
- (ii) necessary and not more than that which is reasonably required for the protection of the Firm's business and of the confidential information you may have learned or possessed during the term of your internship but if any such prohibition or restriction shall be found to be void or voidable, but would be valid and enforceable if some part(s) thereof was deleted, such prohibition or restriction shall apply with such modification as may be necessary to make it valid and enforceable.

11.3 Each of the restrictions in paragraphs 11.1(i) and 11.1(ii) shall be construed as a separate and independent restriction and if one or more of the restrictions is found to be void or unenforceable, the validity of the remaining restrictions shall not be affected.

11.4 Without prejudice to paragraph 11.2, if any prohibition or restriction is found by any court or other competent authority to be void or unenforceable, you and the Firm agree to negotiate in good faith to replace such void or unenforceable prohibition or restriction with a valid prohibition or restriction which, as far as possible, has the same legal and commercial effect as that which it replaces.

11.5 You agree that, in the event of your receiving from any person an offer of employment (whether oral or in writing and whether accepted or not) either during the continuance of this Agreement or during the continuance in force of all or any of the prohibitions and restrictions set out in paragraphs 11.1(i) and 11.1(ii), without prejudice to your obligations in relation to confidentiality, you will provide to the person making the offer details of the substance of the post-termination restrictions in this Agreement.

11.6 You agree to indemnify the Firm for any damages incurred or suffered as a result of your breach of any undertakings set out in paragraph 11 to the extent permitted by law.

11.7 In paragraph 11, "Firm" shall include each and every member of the UBS Group.

12 **Non-Disparagement**

You agree that during the course of your internship and after its cessation (for whatever reason) you will not make, publish or issue (or authorise or permit the making, publication or issuing of) any disparaging or derogatory statement whether oral or written concerning the Firm or any other Group Company or any of its or their current or former employees, agents, directors or officers, or act in any manner which would or might bring the Firm or any other Group Company into disrepute.

13 **Confidentiality**

13.1 The operations of the Firm involve all employees and/or interns having knowledge of or access to information (which may include commercially sensitive information) important to and relating to the business of the Firm or any other Group Company or any clients, employees, consultants, or officers thereof or their affairs, which includes but is not limited to information regarding the Firm's business affairs, operations, products, processes, methodologies, plans, intentions, projections, know-how, Intellectual Property Rights, trade secrets, drawings, inventions, discoveries, designs, techniques, improvements, market opportunities, suppliers and vendors, clients, marketing activities, records, finances and personnel, any documents marked "confidential" (or a similar expression), any information which employees and/or interns have been told is of a confidential nature or which might reasonably be expected by the Firm or any other Group Company to be regarded as confidential, or any information which has been given to the Firm or any other Group Company in confidence (the "Confidential Information").



All information which is made available, obtained or created by you during your duties that is not already obviously public knowledge or publicly available information (through no breach of any obligation of confidentiality by you or any third party) is Confidential Information.

It is the responsibility and obligation of all employees and/or interns to ensure and preserve the confidentiality and non-disclosure of the Confidential Information and maintain the highest professional standards to ensure that all Confidential Information is kept confidential and secret and is properly and professionally handled to protect the Firm's commercial interests and to ensure compliance with regulatory and legal requirements. Failure to follow these principles will jeopardize the Firm's reputation and business.

- 13.2 In addition to and without altering any legal obligation (that you already have or to which you become subject) to keep the Confidential Information confidential, you agree not to use, retain, remove, destroy, transmit, disclose or communicate any Confidential Information to any third party outside of the Firm (except for the purpose of properly performing your duties for the Firm or unless required to do so by law or any regulatory or investigative authority or unless authorized to do so by your line manager or senior officer) either during the course of your internship or after it has ended, whether deliberately or otherwise. Furthermore, you shall not use any Confidential Information known to you or reconstruct or reproduce any Confidential Information.
- 13.3 You may not use any Confidential Information in any way other than for performance of your duties to the Firm. For example, Confidential Information must not be used to trade on your own account or for trading by other persons (such as family and friends). You shall at all times comply with the requirements of the UBS Group's Policy on Personal Account Dealing.
- 13.4 On or before the cessation of your internship with the Firm or as and when required by the Firm, you must return or surrender to the Firm all Confidential Information (including any copies thereof) without retaining it in any form, as well as any and all documents, data, manuals and other material (whether in hard or electronic form) either prepared, received or accessed by you during your internship at the Firm comprising or containing all or any part of the Confidential Information, together with any security keys and other items which are the Firm's property and in your possession or under your control.
- 13.5 Any breach of the responsibilities and obligation set out in this paragraph 13 may constitute gross misconduct and may result in immediate termination of your internship without notice..
- 13.6 You agree that the terms of this Agreement are strictly private and confidential and you shall not disclose the existence of this Agreement, or the contents herein to anyone, except your immediate family, accountants and legal advisors, and only upon their agreement not to disclose to another person or entity, any information relating to the existence and/or contents of this Agreement, except to the extent required by legal process.
- 13.7 In this paragraph 13, "Firm" shall include each and every member of the UBS Group.

14 **Intellectual Property**

- 14.1 All Intellectual Property Rights are, upon creation, the property of the Firm unless such rights cannot be owned by the Firm under applicable laws.
- 14.2 You shall promptly disclose and deliver to the Firm upon creation full details of all designs, inventions, works of authorship and other works in which Intellectual Property Rights subsist, conceived or created by you in the context of the Firm's business or related activities, or within the scope of your internship, or by using the Firm's time, materials, facilities, or information (the "Works"). All such Works, whether or not protectable under the Copyright Act, 1957, or any other statute for the time being in force, will be considered a "work made in the course of the author's employment" under Section 17 of the Copyright Act, 1957 or other statutes in force. Ownership of any and all Intellectual Property Rights in any and all

such Works will belong to the Firm. In the event any portion of the Works is deemed not to be a "work made in the course of the author's employment or internship" for any reason, you hereby assign, convey, transfer and grant, and agree to assign, convey, transfer, and grant to the Firm all of your rights, title, and interest in and to the Works and any Intellectual Property Rights therein, and agree to cooperate with the Firm in the execution of appropriate instruments assigning and evidencing such ownership rights hereunder, which obligation shall survive termination of your internship with the Firm.



- 14.3 You hereby assign to the Firm (to the extent not already vested in the Firm by operation of law) and on an exclusive and irrevocable basis all present and future Intellectual Property Rights (including in or relating to the Works) for their full terms around the world. You shall cooperate with the Firm with respect to the procurement and enforcement of such Intellectual Property Rights and Works. You confirm that the provisions of Section 19(4) of the Copyright Act, 1957 shall not be applicable to this Agreement.
- 14.4 Insofar as you are able, you waive and agree not to assert and/or exercise any moral rights you may have in the Works and voluntarily and unconditionally consent to all or any acts or omissions by the Firm or persons authorized by the Firm, which would otherwise infringe your moral rights in the Works.
- 14.5 You hereby:
- (a) agree to give and supply, at the request and expense of the Firm, all such information and assistance that the Firm may deem appropriate to enable the Firm to use the Works to its best advantage and to register the Firm or its nominee as owner and beneficiary of the Works; and
 - (b) agree to cooperate fully with the Firm, at the request and expense of the Firm, to do all acts and to execute all documents in such manner and at such location as may be required by the Firm to effect, perfect, record or register the assignment of, or to protect or enforce all or any of the rights, title or interest assigned or granted or proposed to be assigned or granted to the Firm under this Agreement in any jurisdiction. You also agree that, if you fail to perform any act or execute any document aforesaid following 14 days' notice from the Firm, the Firm shall have the right to do so in your place and stead as your lawfully appointed attorney and you hereby confirm, and ratify and agree to be bound by any and all actions of the Firm pursuant to this paragraph and such authority and appointment shall take effect as an irrevocable appointment.
- 14.6 You may not use any Intellectual Property Rights or Works in any way other than for the purposes of performing your duties in the interests of the Firm unless you obtain proper written permission from the Firm to do otherwise.
- 14.7 You agree not to do any act or omit to do any act during your internship with the Firm or at any time thereafter to affect or imperil the validity of any Intellectual Property Rights obtained, applied for or to be applied for by the Firm or its nominee. In particular, you shall not disclose the subject matter of any inventions which may be patentable in such a way that could jeopardize the interests of the Firm in such inventions or that could impair the right of the Firm to apply for a patent for such inventions. You agree that any Intellectual Property Right that was made, conceived or suggested by you, either solely or jointly with others, within one (1) year following termination of your internship with the Firm and that pertains to any Confidential Information or business activity of the Firm will be presumed to have been made, conceived or suggested in the course of your internship and with the use of the time, materials or facilities of the Firm.
- 14.8 You agree and undertake that all Intellectual Property Rights and Works created by you shall not infringe any rights of any third party (including but not limited to contractual or intellectual property rights) or put the Firm or any Group Company into disrepute, and shall be original.
- 14.9 As used herein,

"Firm" shall include each and every member of the UBS Group where the context so requires; and

"Intellectual Property Rights" means any and all intellectual property and industrial property and/or proprietary rights which are created by you or with your assistance in connection with your internship with the Firm (whether or not made, devised or discovered during working hours or using the Firm's premises or resources) including but not limited to patents and rights in inventions (whether patentable or not and whether patent protection has been applied for or granted), all improvements thereto, developments, and discoveries; trademarks or service marks, trade dress, logos, trade and business/corporate names, and all associated goodwill symbolized by any of the foregoing, protection from trademark dilution, and rights to sue for passing off or unfair competition; copyrightable works, copyrights, moral rights, and related rights; designs (whether or not registrable and whether or not design rights subsist in them); copyright in computer software (including all data and source code and related documentation), rights in databases; rights in information, including know-how, technical information, trade secrets, proprietary information, and Confidential Information; websites; work products; other proprietary rights including internet domain names, logos, art work, slogans, processes, utility models; and all other similar or equivalent rights subsisting now or in the future, in each case



whether registered or unregistered, legal or beneficial, including all applications for, and renewals or extensions of such rights for their full term.

- 14.10 Any breach of the responsibilities and obligation set out in this paragraph 14 may constitute gross misconduct and may result in summary dismissal.

15 **Confidential Information and property of previous employers**

During your internship with the Firm, you must not use proprietary material, trade secrets or other highly confidential information or property obtained by you as a result of any prior internship or engagement without written authorization from the relevant organization.

16 **Background and Reference Checks**

The offer of internship contained in this Agreement is subject to verification of the details provided by you in your curriculum vitae, internship application form, personal data form and any other information provided by you in the course of your application for internship.

This offer is also subject to the completion of the Firm's background screening process to the satisfaction of the Firm (as determined in the Firm's sole discretion). This includes the Firm obtaining satisfactory references (as determined by the Firm) in its sole and absolute discretion. You will receive separately an "Information Release Form" in connection with the relevant background checking which you must complete and return together with a signed copy of this Agreement. If you do not complete and return the form, this will be sufficient cause to justify the immediate withdrawal of this offer of internship or, if you have already become an Intern, the immediate termination of your internship without any prior notice.

Any false information provided by you may result in immediate withdrawal of this offer or termination of internship (as the case may be) with no further compensation to you.

This offer is also subject to your being entitled (and continuing to be entitled) to lawfully reside and work in India. If an employment pass/work visa is required, the Firm will assist you to apply for this (and bear the cost). If this is not required, please provide us with documentary evidence of this. If your application for an employment pass / work visa is rejected or your employment pass/ work visa is revoked at any point in time, the Firm shall be under no obligation to offer you an alternative position within or outside India and shall be entitled to withdraw this offer or terminate this Agreement (as the case may be) without any prior notice.

17 **Laws to be applied**

The terms of this Agreement contract are exclusively based on and subject to the laws of India. Any legal disputes arising from this Agreement will be settled in conformity with laws of India and each party submits to the exclusive jurisdiction of the courts and tribunals of India in Pune/Mumbai.

18 **Firm Regulations**

You shall faithfully perform the duties assigned to you by the Firm and shall fully comply with all the Firm's rules, regulations and such other practices, systems, procedures which shall be communicated to you and which may be framed, amended, modified or omitted by the Firm from time to time.

You shall also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

19 **Right to Withhold or Set-off**

You acknowledge and agree that the Firm shall, to the extent permitted by applicable law, be entitled from time to time to withhold or set-off from any sum payable by the Firm to you (including, for the avoidance of doubt and without limitation, remuneration) a sum equivalent to or less than any amount owed by you to the Firm or any other Group Company, and to apply such amount in full or partial settlement of such amount payable by you to the Firm or such Group Company (as the case may be). The rights under this paragraph 19 shall be without prejudice to any other rights of recovery which the Firm or Group Company may have in law or in equity.



You acknowledge and agree that in relation to the subject matter of this Agreement:

- (a) this Agreement constitutes the entire agreement and understanding between you and the Firm and supersedes any previous agreement, representation, understanding or statement;
- (b) in entering into this Agreement you have not relied upon any representation, warranty or undertaking by any Group Company (other than as set out in this Agreement); and
- (c) the only remedy available to you for breach of this Agreement shall be for breach of contract under the terms of this Agreement.

21 **Severability**

If any term or provision in this contract shall be held to be unenforceable, in whole or in part, such term or provision shall to that extent be deemed not to form part of this letter but the validity and enforceability of the remainder of this contract shall not be affected.

By signing this letter, you confirm that you have no criminal convictions and are not the subject of any investigation which may lead to a criminal conviction in India or elsewhere (other than for summary motoring offences). Furthermore, you have not been reprimanded or otherwise disciplined nor are currently being investigated by any regulatory or professional body in India and elsewhere. Any failure to disclose such matters may give rise to grounds for instant termination of this Agreement..

Kindly signify your acceptance of our offer of internship on the terms set out in this Agreement by signing below and returning to us a copy of this Agreement no later seven days from the date of this Agreement, failing which this offer of internship will lapse and be of no effect.

We wish you a successful internship with the Firm.

Yours sincerely,

UBS Business Solutions (India) Private Limited

Jyothi Menon
Executive Director
Human Resources

Goh Huey Lian
Executive Director
Human Resources

I, **Shivani Yashwant Ovhal**, hereby confirm that I have read and understood the terms and conditions of this Agreement and agree to and accept the same.

Signature:.....

Date:

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37

CRISIL

An S&P Global Company

19

Date: 28-03-2022

Letter Reference: Contract / 28-03-2022 / Ref No. CAND_83806

Suprika Gaikwad,

C2 Wing 1106 Blue Dice Society Dehu Alandi Road Patilnagar Chikhali,
Patilnagar Chikhali,
, Pune,
Maharashtra ,411062,
India

Dear Suprika,

We refer to your recent discussions with us, when we agreed to accept your services as a retainer with CRISIL group entity named in Annexure I (CRISIL, Company or we). This letter sets out the terms and conditions of such engagement (Agreement).

1. Scope of your Services

You agree to provide us with the services broadly described in the attached Annexure I and such other services as we may from time to time request you to provide under this Agreement (Services).

2. Interface point within the Company

- a. You will interface with the designated official of the Company. At the start of this assignment, the designated CRISIL official is as specified in Annexure I.
- b. We may by a prior written notice change the designated CRISIL official.

3. Verification Checks

- a. You acknowledge that your particulars and credentials are important criteria on the basis of which the Company has entered into this Agreement with you. By accepting this Agreement, you: (a) give your consent to the Company conducting verification checks on your particulars and credentials (whether by itself or through its service providers); and (b) authorize the Company to use your personal information (including any sensitive personal information) as necessary with respect to your employment and share it with the Company's service providers or the parties the Company deals with. You will promptly notify the Company of any changes or updates to your particulars and credentials.
- b. If the Company at any time becomes aware of any of your particulars or credentials not being valid, the Company may at its sole discretion, consider your appointment void since its beginning (in which case you shall return promptly on the Company's demand in full all payments the Company has made to you under the Agreement, forthwith terminate your retainerhip and/or take such other lawful action as it may consider necessary.

4. Term and Termination:

- a. This engagement letter shall be for the period set out in Annexure I, unless terminated earlier in accordance with the Agreement. The letter may be renewed for further period(s) as may be mutually agreed in writing.

Intitials: _____

9

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

Registered Office: CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai - 400 076. Phone: +91 22 3342 3000 | Fax: +91 22 3342 3001
www.crisil.com

- b. Either party may terminate the letter for convenience by giving to the other party an advance written notice of the length specified in Annexure I, provided the party serving the notice has not committed any breach of the terms of this letter.
- c. A party may terminate this letter with immediate effect if the other party has materially breached any material provision of this letter and has failed to cure it within 10 days of being provided with a written notification giving reasonable details of the breach.
- d. In the event of termination as above, you will complete the assignment/s on hand, during the said notice period, with a view to ensuring that the quality and the timeliness of the assignment are not adversely affected because of termination of the letter. The foregoing obligation also includes, without limitation, providing the person nominated by CRISIL with a copy of all relevant documents, notes and records relating to your assignment with the Company.
- e. In the event of termination by you, the Company may, in its sole discretion, decide to release you of your responsibilities immediately or may require you, during your notice period, to complete certain jobs, which you have already commenced. In such a case, you will be paid prorated Fees for the work done until the effective date of termination.
- f. In any case, if the Company is not satisfied with your performance or with the results achieved by you, the Company may without liability suspend or terminate the letter by giving 7 days advance notice to you.

5. Fees

- a. The fees payable to you shall be as set out in attached Annexure I (**Fees**). Fees are the whole of the amounts payable under this Agreement, except for Goods and Services Tax (GST) (if applicable) which will be paid to you in addition to Fees. You shall not incur any out-of-pocket expenses (**OPE**) unless you have a prior written approval from the Company.
- b. In order to receive payment of fees, you shall raise a proper tax invoice setting out accurately the Fees payable and the approved OPE (if any). Properly rendered invoices are payable within 30 days of their receipt by us.
- c. We will not be obliged to make payments to you under this Agreement where we have a reason to believe that you have not performed any material obligations under this letter. For the avoidance of doubt, payment of fees does not: (a) imply that the Services have been provided to our satisfaction and accepted; or (b) limit our rights or remedies for any breach by you of any of your obligations under the letter.
- d. Payment of Fees will be subject to deduction of taxes and statutory levies at source. In the case of such deduction, the Company will provide you with documentary support for the Company having complied with the legal requirements as to the deduction.
- e. ~~The Fees and other amounts set out above are the whole of the amounts that the Company is obliged to pay you for your performance of the Services. Fees shall be prorated if for part of a month or other relevant period.~~

6. Your Role

- a. You understand that you will provide Services as a '**retainer**' and you will not represent yourself as the Company's employee or agent. To facilitate your provision of Services the Company may at its discretion permit you to use certain titles to indicate your association with the Company under this Agreement. You acknowledge and agree that any such title(s) are solely for the purpose of representing the Company and: (i) does not create any employer-employee relationship; (ii) does not give you the right to agree to legally binding obligations on behalf of the Company; (iii) limit the Company's rights under this Agreement.

Initials: _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

b. Conflict of Interest

- i. During the term of your retainer with us, you will not undertake similar assignments or otherwise provide services to any other company engaged in providing similar services as the Company. Prior to beginning the assignment, you will submit a No Objection Certificate from your current employer (if any) confirming that such employer has no objection to your providing Services to us. Further, you shall not take up any work that is of conflicting interest with assignment undertaken for the Company during this period, or renewal thereof. In the event of breach of this condition by you, the Company may terminate this Agreement at any time without notice, without incurring any liability and without prejudice to any other rights that the Company may have under law or equity. In the event, Company is of the opinion that the your other activities or assignment conflicts or may reasonably be expected to conflict with the your performance of this Agreement or if you do not comply with Company notification referred to above; Company may terminate this Agreement in accordance with clause 2 above
- ii. Unless as agreed otherwise, you shall not directly or indirectly accept any payments from clients of Company with respect to the Services or divert any benefits from Company to the clients of Company.

7. Confidentiality

- a. All information/documents (including but not limited to the fees payable to you) provided to you and discussed with you by and/or received from the Company and/or any customers of the Company and any third party with whom the Company deals with, shall be kept as strictly confidential by you and the same shall be used by you solely for the purpose of your rendering your services under this letter. At the cessation of your association with us or earlier termination, you will return to the Company all the above documents whether stored in hard copies or in electronic form and any tangible items (including but not limited to, your laptops, documents, letters, etc. which belong to the Company) without keeping any copy with you. You will not disclose to any third party any information contained in the above documents and also any information, including the business specific strategies and philosophies that you may come to know regarding the Company, its holding company / subsidiaries or their customers and any information relating to the fees paid or payable to you under this Agreement. Your obligation to maintain confidentiality shall survive even beyond cessation of your association with the Company. You agree to indemnify the Company / its subsidiaries / holding company against any actions / claims / losses / damages due to your breach of this clause.
- b. Without limiting the generality of the foregoing:
 - i. In the event you are required to provide any part of the Services from the premises of the Company for any reason, you shall not without the prior written consent of the Company remove from the Company premises or copy or allow others to copy the contents of any document, computer disk, tape or other tangible item which contains any Confidential Information or which belongs to the Company or the Group Companies (other than as necessary for you to perform your Services in the ordinary course);
 - ii. You understand that in the course of your providing Services you may be privy to non-public information about the Company's clients or other third parties. You agree not to use or directly/indirectly permit the use of any such information for trading in securities or any purpose other than the performance of your Services.
 - iii. Further, you acknowledge that in the course of performing the Services you may receive or become aware of unpublished price sensitive information ("UPSI") in relation to the Services. You agree: (a) to comply with the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 or their replacement, amended or successor regulations (the "Regulations"); (b) not to obtain or attempt to obtain unauthorized access to the UPSI or by inducing unauthorized disclosures of UPSI by past or present employees of Company or any third parties; (c) not, when in possession of UPSI, to: (i) communicate or use the UPSI for any purpose other than in furtherance of your legitimate purposes, performance of duties or discharge of legal obligations; (ii) either on your own behalf or on behalf of any other person, trade or deal in securities of Company listed or proposed to be listed on any stock exchange in violation of the Regulations.

Initials: _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

8. Representations and warranties

- a. You represent and warrant that you are legally entitled to enter into this Agreement and by entering this Agreement you do not violate terms of any existing contract or applicable law that no other agreement or document precludes you from entering into this Agreement.
- b. You acknowledge that the Company has agreed to appoint you under this Agreement on the basis of information and document provided by you pertaining to your qualification and credentials. You also represent and warrant that your information, particulars and credentials provided to the Company are true and correct.
- c. You may not enter into legally binding obligations or make commitments on behalf of the Company except, in each case, with the express prior written consent of the Company.

9. Intellectual Property

- a. You agree that all intellectual property rights contained in the work performed by you for the Company as are original work (including any improvements to or modification of any pre-existing work) belong exclusively to the Company and shall fully and absolutely vest in the Company. You hereby irrevocably assign and transfer all such rights to the Company.
- b. You acknowledge and agree that the Professional fees that the Company has agreed to pay you under this letter fully include the fees for grant of the rights by you under this letter.
- c. The Company, as the owner of the rights in the work performed by you may at its discretion seek registration or other protection of its intellectual property. It may take all steps necessary to protect and exploit such intellectual property as it considers necessary. You shall at the Company's reasonable request provide the Company with such assistance (including, without limitation, assistance with registration of the intellectual property or assertion or enforcement of the Company's rights in the intellectual property) as the Company may from time to time request.
- d. You acknowledge and agree that the rights in favour of the Company shall not in any way be impaired by any non-use by the Company of any part of the intellectual property vested in the Company

10. Return Company Material

You must return forthwith to the Company upon request and, in any event, upon the termination or cessation of your engagement, all documents and tangible items (including but not limited to, your credit cards, keys and documents and letters) which belong to the Company or which contain or refer to any confidential information and which are in your possession or under your control.

11. Data Protection

You consent to the Company holding and processing, both electronically and manually, the data it collects in relation to you, for the purposes of the Company's management and administration its business and of its service providers for the purpose of its internal records and for compliance with applicable procedures, laws and regulations and to the transfer, storage and processing by the Company or its agent anywhere outside the jurisdiction of the country in which the Company has offices currently, where the Company may have offices in the future.

12. Access to the Company's Systems, Property, etc.

- a. To enable you to provide Services to the Company, the Company may provide you with access to its systems and/or facilities (together, "Facilities") and may permit you to use its property (including, without limitation, those such as access cards to the Company offices, email accesses, records, etc.) (together, "Property").

Intitials: _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

- b. You agree to use the Facilities and the Property for no purpose other than to provide services under this letter. You will comply with all applicable policies of the Company with respect to use of the Facilities and Property to the extent relevant to you as its retainer and made available / communicated to you from time to time for the purpose of compliance by you.
- c. Upon the expiry or termination of your appointment (or on the Company's request) you will promptly hand over all Property to the Company and will not retain any copies with you of any Property.

13. Professional and Ethical Behavior

- a. You will carry out your services under this letter in a professional manner and exercise utmost diligence expected of a professional service provider. You will maintain highest ethical standards which the Company and its Group Companies are known for.
- b. You will ensure that by virtue of performance of your role under this letter you do not violate or infringe upon any copyrights or Intellectual Property Rights.
- c. You will not directly or indirectly give or receive or obtain in respect of any goods or services sold or purchased or other business transacted (whether or not by you) by or on behalf of the Company or any of its Group Companies any discount, rebate, commission or other inducement (whether in cash or in kind).
- d. You will not without the Company's prior written permission hold any position as a director, officer, employee, consultant, partner, principal or agent in any business which is or shall be wholly or partly (a **Material Interest**):
 - i. be in competition with any services provided by the Company Group
 - ii. impairs or might reasonably impair your ability to act at all times in the best interests of the Company requires or might reasonably require you to disclose any Confidential Information in order to discharge your duties to or to further your interest in such firm or company.
- e. You will adhere to all the instructions of the Company / its Group Companies, laid down from time to time, with respect to your services.

14. Other Terms

- a. Your contacts
 - i. You will promptly notify the Company if there is any change in your contact address and/or email IDs.
 - ii. Any communication with proof of dispatch sent by the Company at the last known address or email ID provided by you will be deemed as proper service.
- b. Agreement not a contract for employment.
 - i. Under this letter you have agreed to provide services to the Company as an independent service provider. This letter does not create any employer-employee relationship between the Company and you and therefore the same is not to be construed as a contract for employment.
- c. Assignment, Transfer
 - i. You may assign, novate or transfer any part of this letter to any third party, provided you have obtained the prior written consent of the Company. The Company may at its discretion assign, novate or transfer any part of this letter to any of its affiliates by a written notice to you.
- d. Governing Law and Jurisdiction
 - i. This letter is governed by the laws of India and both parties submit to the exclusive jurisdiction of the courts of law in Mumbai and their appeal courts.

Initials: _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

15. Codes and Policies

- a. You understand that the Company is committed to complying with Relevant Law and conducting its business with the highest levels of ethics and probity. You shall at all times perform your services in compliance with Relevant Law. It is your duty to ensure that you understand the Relevant Law applicable to your function and seek the assistance of, as relevant, your manager, your human resource team contact or the Company's legal counsel in this regard.
- b. You shall comply with all codes of conduct and business ethics, rules and regulations of the Company (together, Codes) and the policies of the Company including those relating to the terms and conditions of your employment with the Company including but not limited to the personal trading policy (together, Policies), in each case as applicable from time to time. The Codes and Policies are available on the Company's internal information system or will otherwise be suitably communicated to you. It is your duty to access these Codes and Policies, familiarise yourself with them and understand them. While the Company may for the purpose of record seek written confirmations from you as to your acceptance of any Codes and Policies (via the Company's online system or otherwise), you will be bound by them whether or not you have communicated such acceptance.
- c. You acknowledge that your conduct outside the Company may have an impact on the Company's reputation or its independence in the conduct of its business. You shall therefore ensure that your conduct whether or not in the course of employment of the Company does not in any way cause harm to the Company's reputation or impair its independence in the conduct of its business.

16. Declarations

The Company may from time to time ask you for declarations, confirmations or undertakings as relevant (including those relating to confidentiality, secrecy, investments, etc. (each a **Declaration**). Each Declaration shall be deemed to be an integral part of the Agreement. To the extent of any conflict between a Declaration and the rest of this Agreement, the more stringent of the two (in favour of the Company) shall prevail.

17. Changes

- a. You acknowledge that over a period of time due to changes in the market conditions, business environment and other relevant reasons, it may be necessary for the Company to change (including, for the avoidance of doubt, vary, modify, add to, delete or otherwise replace) any part of these T&C or the Agreement, including any Codes and Policies.
- b. You will be notified of any such change by way of a general notice to all employees, specific notice to any relevant class of employees or otherwise. Any such change shall take effect from the date specified in the Company's notification.
- c. You expressly consent to the Company making any such change and agree to be bound by it.

18. Governing Law

The Agreement is governed by and shall be construed in accordance with Indian law

19. Privacy and Personal Information

You consent to the Company obtaining, collecting, collating, storing, accessing and using your personal information as well as any sensitive personal information (including those set out in Annexure I) for all purposes relevant for your employment with the Company. Such use may include but is not limited to recruitment purposes, evaluation of your performance, administration (for example, leave of absence, pay and benefits), monitoring your use of Facilities or Property, publication on online resources whether internal or external to support the Company's legitimate operational activities, references, compliance with statutory, legal or contractual obligations, and exercise of the Company's legitimate rights as your employer. You also consent to the Company sharing it with third parties where the Company considers necessary or expedient. You understand that any such information will be stored, processed and used according to the Company's Policy on privacy as applicable from time to time.


Initials: _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

I hereby agree, confirm and accept the T&C contained therein and agree to be bound fully by such T&C.

Yours truly,
For CRISIL Limited,



Anupam Kaura

President – Human Resources

I accept.

Signature _____ (Name: Suprika Krishna Gaikwad)

Date of Signature _____

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

Annexure I Details of the Retainer

1. Entity Name

STPI Mumbai (IND)

2. Broad Scope of Services

You are assigned to work as **Retainer**. The broad Scope of work shall include:

Work on financial data gathering, data enrichment and data maintenance through S&P or in-house databases Work on financial data enrichment and being up-to-date on market trends in financial data, content and products. Extract required data set from input / source document related to assigned tasks into required output template / applications. Use given set of tools and systems to ensure timely delivery. Maintain the integrity and quality of data. Execute assigned tasks as per the instructions / guidelines and meeting required SLAs. Explore opportunities and provide ideas to improve the current processes. Interact and liaise with global stakeholders. Collaborate effectively with technical and non-technical stakeholders. Ensure reporting and visualization needs for research reports, dashboards..

3. Period

- a. Unless otherwise terminated earlier in accordance with the Agreement, the retainer will be for a period of **11-04-2022 to 31-03-2023** (inclusive) and shall be subject to renewal by mutual consent.
- b. Termination Notice Period – under paragraph 4(b) of the Agreement above: **60 day(s)**.

4. Location

Your joining location will be **Pune SEZ 1, Pune, Maharashtra, India, (India)**. Depending on CRISIL or CRIS needs, CRISIL may require you to perform your Services at other CRISIL offices or at designated locations. CRISIL may require you to perform Services as a part of CRISIL's professional services to its clients.

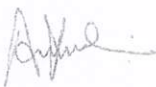
5. Fees

Fees shall be an amount calculated at the rate of Rs, **27500** per month.

6. Designated CRISIL Limited

At the start of the Agreement shall be: **Deepali Melekar**.

Yours truly,
For CRISIL Limited.



Anupam Kaura

President – Human Resources

Signature _____ (Name: Suprika Krishna Gaikwad)

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363



16th June 2021

Mr. Rohan Kokane
Ushakal Society, Abhinav Nagar,
Old Sangavi, Pune.

Dear Mr. Kokane,

Subject: Internship Training Acceptance letter

With reference for requesting us for internship training. In this regard, we are pleased to inform you that, we have accepted your request for training from **16th June 2021 to 15th December 2021**.

During this training period you will be paid stipend as per company's policy, you can also avail canteen & transport facility at free of cost with prior intimation & approval from HR Department.

The details and schedule of the training program will be provided to you on the day of your joining. After successfully completing of training, you will be awarded with certificate.

During the course of the training you will have access to confidential facts and information about the company, process, product etc. & you will have to maintain secrecy and confidentiality during & after completion of training.


Please follow safety rules and regulations applicable while working in factory and take utmost care of his own safety.

I appreciate your kind assistance and co-operation in this regard.

Thanking you,

Yours sincerely,

For ACG Pam Pharma Technologies Pvt. Ltd.


Deepak Patil

Manager - HR & ADMIN

Regd. Office :

Pam House, Plot No.127, Kandivali Industrial Estate, Charkop, Kandivali (West), Mumbai - 400067, India
Phone : +91 22 5012 0700/01/02

ACG Pam Pharma Technologies Private Limited

Factory : Gat no.446/2, Bebadohol, Taluka - Malval, Dist. Pune - 410 506, India
Phone : +91 2114 239200 - 205 | Email : Info.pam@acg-world.com | Website : www.acg-world.com
CIN No. : U24239MH1972PTC015632 | GST No. : 27AAACP4776H1Z6

(281)



(13)
(1)

Date: 25/04/2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. **Prajakta Devidas Lokhande** has worked in our **office** as Operation Executive for 7 month from 11th October, 2021 to 25th April, 2022 and her work is satisfactory.

She has the knowledge of various work like Insurance Policy Quotation making, Policy Issue, Tele calling, Saiba Entry Recording and many parts handle with related to the work.

Thanking You,



Fortuna Business Solution

(7)

Fortuna Business Solutions

CTS1121A/1, Parabha Tara Apt, FL15 16, Shivaji Nagar, Pune,
Maharashtra, 411004. Email – fortuna_business@yahoo.com
GST NO. 27AAHFF2095H12B



The ICF AI Foundation for Higher Education

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

Ref No. Appt/HR/FTP/20/10314

November 30, 2020

Ms Aboli Dilip Jumde

Near Samta Vikas Mandal

Jatpura Gate Ward No: 2

Chandrapur- 442402

Ph No: 7620393479

Dear Ms Aboli Dilip Jumde,

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 November 30, 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 **December 15, 2020**, failing which, this offer of appointment stands automatically withdrawn.

2. PLACE OF POSTING:

Your posting will be presently at FTP – "PUNE (SB 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

Amrals

83



www.opulencemoney.in

Date: 29/03/2021

Name: Mohini Gore

Address:

D/O Dhanraj Gore,

Pritam Niwas,

Behind ICICI Bank

Latur, Maharashtra - 413517

RE: OFFER LETTER

Congratulations! We are pleased to confirm that you have been selected to work for **Opulence Money**. We are delighted to make you the following job offer.

We would like you to start internship with us from 01/04/2021 at Desired starting time. Please report to Mr. Sanjay Kotkar Sir for documentation and orientation.

During your Job, you will have an access to company's clients and confidential information. You agree that you will keep all this information client information strictly confidential and will not share it with anyone outside company. You will not use it for your own benefits; you will return documents and all property of the company.

We are confident you will be able to make a significant contribution to the success of our **Opulence Money** and look forward to working with you.

Sincerely,

For Opulence Money

Sanjay Keshav Proprietor

Director

Opulence Money

2020-21

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(रजि.मा.ह/श-४४८००८) (एट.नं.१५५७०००८)

☎: २३३५५५



॥ ज्ञान दिप लावु जगी ॥

वीर हनुमान शिक्षण संस्था

सारणी (आ.) ता.केज जि.वीड

अध्यक्षा

श्रीमती मंदाकिनी भोनवणे

सचिव

श्री.गहल पुरुवोत्तम भोनवणे

Mo.9922951717

कार्यालय : सारणी (आनंदगांव) पो.जवळवन ता.केज जि.वीड

जा.क्र.वी.ह.शि.सं.सा.

दि. / /२०

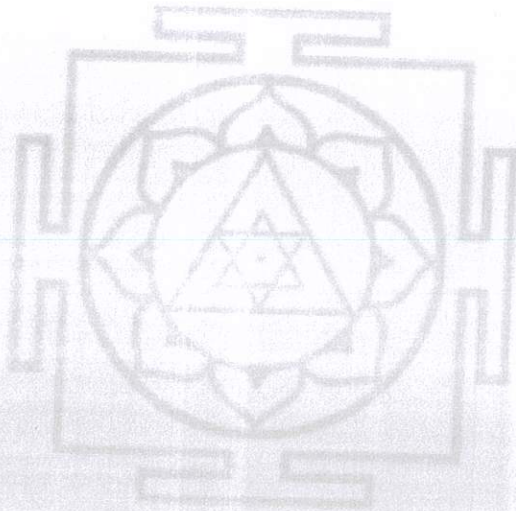
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नक्षत्रम्

गुरुजी ओमकार जोशी (विजय)

मोबाईल : 9284712232



ज्योतिष मार्गदर्शन
वाक्तू परिक्षण

२५ चिंतामणी गणपती मंदिरा समोर, जुना खेडी रोड, जळगांव

Herbalife Associate Application and Agreement Confirmation



Associate Application

Dear **ANIRUDDHA PATIL,**

Congratulations!

You are now an Authorized Associate with Herbalife!

Your PIN: 0

You will need this PIN code when contacting Associate Services

Don't wait! Log in at [MyHerbalife.com](https://in.myherbalife.com/) <https://in.myherbalife.com/> for:

- **Easy online ordering** of Herbalife® products.
- **Powerful tools and training** to help you become familiar with the quality and benefits of Herbalife® products.
- **The latest news on Herbalife training, events and promotions.**
- **And much more!**



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)

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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	:	२२५२७००३९६०५३९२९								
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४.	कामगारांची एकूण संख्या	:	०								
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०	०	०	०								
५.	अ) मालकाचे नाव	:	Saurabh Shirbhate SAURABH ASHOKRAO SHIRBHATE								
	ब) आस्थापनेचा पत्ता	:	श्रिकृष्णा कॉम्प्लेक्स, शिरजगाव बंड रोड, नियर होंडा शोरूम, चांदूर बाजार, चांदूर बाजार, चांदूर बाजार, अमरावती, ४४४७०४								
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 मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	कॉम्प्युटर सेल / COMPUTER SALES								
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 : ०९-०९-२०२२

ठिकाण : Amravati

कार्यालयाचा पत्ता : Office of the Assistant Commissioner of Labour Office, Amravati, Address- Opp.Dursanchar Vibhag,Court Road Camp , Amravati -६०९

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१००३३०२०२२०३	२३.६०

88



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)

2020-21

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	:	२३४१५००३१०००२८७०								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०००१२७५२३०३								
३.	आस्थापनेचे नाव	:	होटेल सम्राट HOTEL SAMRAT								
४.	कामगारांची एकूण संख्या	:	७								
			<table border="1"><tr><td>पुरुष</td><td>स्त्री</td><td>इतर</td><td>एकूण</td></tr><tr><td>६</td><td>१</td><td>०</td><td>७</td></tr></table>	पुरुष	स्त्री	इतर	एकूण	६	१	०	७
पुरुष	स्त्री	इतर	एकूण								
६	१	०	७								
५.	अ) मालकाचे नाव	:	आकाश सुभाष शेजवळ AKASH SUBHASH SHEJWAL								
	ब) आस्थापनेचा पत्ता	:	मुंबई नाशिक हाईवे, ऑपजिट एचपी पेट्रोल पम्प, मिटमिटा, औरंगाबाद(म.न.पा), औरंगाबाद, औरंगाबाद, ४३१००२								
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	:	हॉटेल / HOTEL								
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 स्वयं घोषणापत्र 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 : १६-१२-२०२३

ठिकाण : Aurangabad

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Aurangabad, Address- Malajipura, Station Road, Aurangabad.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०००१२७५२३०३	२३.६०



UDYAM REGISTRATION CERTIFICATE

89 30

UDYAM REGISTRATION NUMBER

UDYAM-MH-14-0054243

NAME OF ENTERPRISE

MAYUR WAGHCHWRE PHOTOGRAPHY

TYPE OF ENTERPRISE *

MICRO (Based on FY 2020-21)

MAJOR ACTIVITY

TRADING

[For availing benefits of Priority Sector Lending(PSL) ONLY]

SOCIAL CATEGORY OF
ENTREPRENEUR

GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	Mayur Wagchhre Photography

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	Bodwad	Name of Premises/ Building	Bodwad
Village/Town	Bodwad	Block	-
Road/Street/Lane	-	City	Bodwad
State	MAHARASHTRA	District	JALGAON , Pin 425310
Mobile	9145544128	Email:	wagchhawremayuresh@gmail.com

DATE OF INCORPORATION /
REGISTRATION OF ENTERPRISE

31/12/2018

DATE OF COMMENCEMENT OF
PRODUCTION/BUSINESS

NATIONAL INDUSTRY
CLASSIFICATION CODE(S)

SN.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	74 - Other professional, scientific and technical activities	7420 - Photographic activities	74209 - Other photographic activities	Services

DATE OF UDYAM REGISTRATION

19/11/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 19/11/2022

For any assistance, you may contact:

1. District Industries Centre: JALGAON (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

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30



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



Udyam Registration Number : UDYAM-MH-14-0054243

Type of Enterprise	MICRO	Major Activity	TRADING [For availing benefits of Priority Sector Lending(PSL) ONLY]
Type of Organisation	Proprietary	Name of Enterprise	Mayur Waghchhre Photography
Owner Name	SHRI MAYUR VIJAY WAGHACHAURE	PAN	AHCPW3780C
Do you have GSTIN	No	Mobile No.	9145544128
Email Id	waghchawremayuresh@gmail.com	Social Category	General
Gender	Male	Specially Abled(DIVYANG)	No
Date of Incorporation	31/12/2018	Date of Commencement of Production/Business	

Bank Details

Bank Name	IFS Code	Bank Account Number
HDBC Bank	HDFC0005890	50100551456734

Employment Details

Male	Female	Other	Total
2	0	0	2

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value (WDV)	Exclusion of cost of Pollution Control, Research & Development and Industrial Safety Devices	Net Investment in Plant and Machinery OR Equipment[(A)-(B)]	Total Turnover (A)	Export Turnover (B)	Net Turnover [(A)-(B)]	Is ITR Filled?	ITR Type
1	2020-21	Micro	300000.00	2000.00	298000.00	300000.00	0.00	300000.00	No	NA

Unit(s) Details

SN	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	Mayur Waghchhre Photography	Bodwad	Bodwad	Bodwad	-	-	Bodwad	425310	MAHARASHTRA	JALGAON

Official address of Enterprise

Flat/Door/Block No.	Bodwad	Name of Premises/ Building	Bodwad
Village/Town	Bodwad	Block	-
Road/Street/Lane	-	City	Bodwad
State	MAHARASHTRA	District	JALGAON , Pin : 425310
Mobile	9145544128	Email:	waghchawremayuresh@gmail.com

National Industry Classification Code(S)

SNo.	Nic 2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
1	74 - Other professional, scientific and technical activities	7420 - Photographic activities	74209 - Other photographic activities	Services


Are you interested to get registered on Government e-Market (GeM) Portal	No
Are you interested to get registered on TReDS Portals(one or more)	No
Are you interested to get registered on National Career Service(NCS) Portal	
District Industries Centre	JALGAON (MAHARASHTRA)

MSME-DFO	MUMBAI (MAHARASHTRA)
Date of Udyam Registration	19/11/2022
Date of Printing	19/11/2022

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

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	107338401803			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	1831000312648154			
Division / विभाग	Pune			
District / जिल्हा:	Pune			
Office Name	Office of the Deputy Commissioner of Labour,Pune, Address- Pune District Bunglow No.5, Mumbai - Pune Road, Shivaji Nagar, Pune-411005			
Name of the establishment / आस्थापनेचे नाव	CHINMAY EDUCATION CONSULTANCY CHINMAY EDUCATION CONSULTANCY			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती				
Old Registration No	11504			
Old Date of Registration	01/05/2007			
Expiry Date	01/05/2016			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	1696, SADASHIV PETH, PUNE, PUNE (CB) , PUNE CITY, PUNE, 411030		1696,SADASHIV PETH,PUNE,पुणे (कब),पुणे शहर,पुणे,411030	
Mobile / भ्रमणध्वनी क्र.	9890180680			
Email-id / ई - मेल आय डी				
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	01/05/2007			
Nature of Business / व्यवसायाचे स्वरूप	OVERSEAS EDUCATION CONSULTANCY		OVERSAEAS EDUCATION CONSULTANCY	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	0	0	0	0
Name of the Employer / मालकाचे नाव	SHEKHAR CHANDRAKANT BIDWAI		SHEKHAR CHANDRAKANT BIDWAI	
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	FLAT NO 30,B/2,SUN CITY,PUNE (CB),PUNE CITY,PUNE,411051		FLAT NO 30, B/2, SUN CITY, पुणे (कब),पुणे शहर, पुणे, 411051	
Resident Since / वास्तव्य	2000			
Status / Designation	PROPRIETOR			
Mobile No	9890180680			
E-mail ID	SHEKHARBIDWAI@GMAIL.COM			
Aadhar No	997823061632			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				

56

90

Email-ID / ई - मेल आय डी										
Aadhar No										
Category Of Establishment / आस्थापनेचे वर्गवारी	Establishment (आस्थापना)									
Category Of Establishment Type / आस्थापनेचे उपवर्गवारी	OVERSEAS EDUCATION CONSULTANCY									
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)									
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील इसमांची नावे	<table border="1"> <tr> <td>NA ना</td> <td></td> <td></td> </tr> <tr> <td>Men / पुरुष</td> <td>Women / स्त्रिया</td> <td>Transgender / इतर</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </table>	NA ना			Men / पुरुष	Women / स्त्रिया	Transgender / इतर	0	0	0
NA ना										
Men / पुरुष	Women / स्त्रिया	Transgender / इतर								
0	0	0								

Self Declaration / स्वघोषणापत्र

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

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

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

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

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

I/We hereby declare that the copies attested by me are true copies of original documents. I/We am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for procecuton and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I/We undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी/आम्ही, याद्वारे गांभीर्यपूर्वक दृढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी/ आम्ही ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी/आम्ही, याद्वारे असे घोषित करतो/करते की, वर अर्जांमध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी/आम्ही भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहोत.

मी/आम्ही, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकार्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी/आम्ही, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करीत असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार राहू.

मी/आम्ही, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी/आम्ही, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा कोणत्याही सक्षम प्राधिकार्याच्या आदेशाद्वारे मनाई केलेली आहे त्या कोणत्याही क्षेत्रामध्ये माझे/ आमचे व्यवसायाचे ठिकाण स्थित नाही.

मी/आम्ही, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षात्कृत दस्तावेजाच्या प्रती या मूळ दस्तऐवजाच्या सत्यप्रती आहेत. या प्रती असत्य किंवा बनावट असल्याचे आढळून आल्यास भारतीय दंड संहिता (1860 चा 45) आणि / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायद्यान्वये माझ्या/आमच्या विरुद्ध न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी / आम्ही पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.



2020-21. 92
HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

June 24, 2022

Ref:HDBFS/22-23/HRIC343319/App/R46340

Mr. Rushikesh Ravindra Bante

Plot No - 20,
At Post - Sai Nagar,
Akoli Rd, Khandelwal Ngr,
Colony-2, Near Harishanti,
Amravati-444607

Dear Mr. Rushikesh Ravindra Bante,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES 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:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at AMRAVATI. 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.
- c) 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.
- d) 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.

Page 1 of 5

- 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.

Bank

Ref:HDBFS/22-23/HRIC343319/Appt/R46340

Page 2 of 5

- 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.

E. B. B. B.

- 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 July 9, 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)

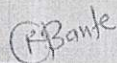
You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.





Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

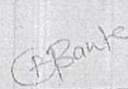


Mr. Rushikesh Ravindra Bante

Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Name	MR.RUSHIKESH RAVINDRA BANTE		
Role	Sales Executive		
Grade	G7		
Location	Amravati		
Annual Compensation Break up			HDBFS Monthly
Basic	99,756	8,313	
HRA	39,900	3,325	
Conveyance Allowance	19,944	1,662	
Provident Fund (Employer's contribution)	14,364	1,197	
Gross Salary (A)	1,73,964	14,497	
ESIC (Employer's contribution)----(B)	4,539	378	
Gratuity----- (C)	4,798	400	
Total Fixed Compensation (D=A+B+C)	1,83,301	15,275	
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/22-23/HRIC343319/Appt/R46340	

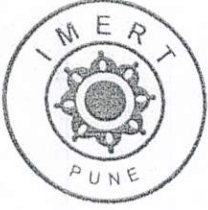
I accept the terms and conditions as mentioned in the Appointment letter.


Mr.Rushikesh Ravindra Bante

DUAL SPECIALIZATION HR

ADMISSION FORM NO :

Date :



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 - 41105.

DUAL SPECIALIZATION MBA ADMISSION 20.20- 2021..

MBA PASSING YEAR 2020 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 : Sadhana Basawant Dhasade.
(As Per order on Graduation Mark sheet)

Father's Name : Basawant Sidram Dhasade Mother's Name : Jayashri Dhasade

Date of Birth : 01-01-1998 Age : 23 Place of Birth : Mangalvedha.

Blood Group : Aadhar Card No. : 913626579075 PAN No. DRXPD4630N

Gender : Male Female Transgender

Religion : Hindu Cast : Lingayat Category : Open.

Permanent Address : Flat No-512, Laxmishankiban soc, Shirane, Pune.

Taluka / Tehsil : Haveli Dist. Pune State Maharashtra Pin code : 411023.

Mob. No. of Candidate : 7066856338 Email Address of Candidate : sadhana.dhasade458@gmail.com

Mob. No. Parents : 9637369460 Email Address : Annual Income : 7.5lac.

Correspondence Address / Local Contact : Flat No-512, Laxmi shankiban soc. Shirane, Pune.

Additional Phone No.s :

1. Name :
975549755

2. Name :
9022378923.

Cont.....

MBA Passing Result : _____ (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: Date: Name of Candidate : 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:

Name of the Candidate:

Date:

Place:



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. 21065 CENTRE 1

PERM REG. NO.: 2051801476

NAME DHASADE SADHANA BASAWANT

MOTHER : JAYASHRI

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM.	NAME OF THE COURSE	MARKS				CRE-	GR-	GP
		OL.	INT	DEX	TOT			
SUBJECT : HUMAN RESOURCES MGNT								
1	ACCOUNTING FOR BUSINESS DECISIONS	11	20	23	54	P 03	B	018
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	12	19	19	50	P 03	B	018
	LEGAL ASPECTS OF BUSINESS	11	19	19	49	P 03	C	015
	BUSINESS RESEARCH METHODS	07	12	27	46	P 03	C	015
	ORGANIZATIONAL BEHAVIOUR	06	18	25	49	P 03	C	015
	BASICS OF MARKETING	12	23	28	63	P 03	A	024
	BUSINESS COMMUNICATION LAB	-	20	-	20	P 02	P	008
	MS EXCEL & ADVANCED EXCEL LAB	-	45	-	45	P 02	O	020
	PERSONALITY DEVELOPMENT LAB	-	41	-	41	P 02	O	020
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	39	-	39	P 02	A+	018
	HUMAN RIGHTS - I	-	21	-	21	P 01	O	!
	INTRODUCTION TO CYBER SECURITY - I	-	22	-	22	P 01	O	!
2	MARKETING MANAGEMENT	09	22	26	57	P 03	B+	021
	FINANCIAL MANAGEMENT	09	21	27	57	P 03	B+	021
	HUMAN RESOURCE MANAGEMENT	14	21	22	57	P 03	B+	021
	DECISION SCIENCE	10	17	27	54	P 03	B	018
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	09	21	25	55	P 03	B+	021
	MANAGEMENT INFORMATION SYSTEMS	12	19	19	50	P 03	B	018
	LIFE SKILLS LAB	-	42	-	42	P 02	O	020
	GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	37	-	37	P 02	A+	018
	BUSINESS SYSTEMS & PROCEDURES	-	36	-	36	P 02	A+	018
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	30	-	30	P 02	A	016
	HUMAN RIGHTS - II	-	22	-	22	P 01	O	!
	INTRODUCTION TO CYBER SECURITY - II	-	22	-	22	P 01	O	!
3	STRATEGIC MANAGEMENT	12	21	23	56	P 03	B+	021
	ENTERPRISE PERFORMANCE MANAGEMENT	11	23	25	59	P 03	B+	021
	STARTUP & NEW VENTURE MANAGEMENT	13	22	27	62	P 03	A	024
	SUMMER INTERNSHIP PROJECT	-	36	38	74	P 04	A+	036
	LABOUR & SOCIAL SECURITY LAWS	11	23	32	66	P 03	A	024
	HUMAN RESOURCE ACCOUNTING & COMPENSATION MANAGEMENT	13	22	26	61	P 03	A	024
	HUMAN RESOURCE INFORMATION SYSTEM	-	40	-	40	P 02	O	020
	OUTSOURCING OF HR	-	38	-	38	P 02	A+	018
	PUBLIC RELATIONS & CORPORATE COMMUNICATION	-	38	-	38	P 02	A+	018
	LAB IN RECRUITMENT AND SELECTION	-	41	-	41	P 02	O	020
	INTRODUCTION TO CYBER SECURITY - III	-	20	-	20	P 01	O	!
	SKILL DEVELOPMENT - I	-	41	-	41	P 02	O	!

CONTINUED

[Signature]
Director

Board of Examinations & Evaluation

DATE :



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. 21065 CENTRE 1
NAME DHASADE SADHANA BASAWANT
COLLEGE 0341 M.MITRA MANDALS INST PUNE4

PERM REG. NO.: 2051801476
MOTHER : JAYASHRI

YEAR : APRIL 2020 SEM. NAME OF THE COURSE <--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

PAGE : 2

SEM.	COURSE NAME	OL.	INT	UEX	TOT	CRE-	GR-	ADE	GP
4	MANAGING FOR SUSTAINABILITY	14	24	36	74	* 03	A+	027	
	DISSERTATION	-	40	36	76	* 04	A+	036	
	EMPLOYMENT RELATIONS	16	21	40	77	* 03	A+	027	
	STRATEGIC HUMAN RESOURCE MANAGEMENT	15	23	37	75	* 03	A+	027	
	ORGANIZATIONAL DESIGN & DEVELOPMENT	-	43	-	43	* 02	O	20	
	EMPLOYEE REWARD MANAGEMENT	-	42	-	42	* 02	O	020	
	EMERGING TRENDS IN HR	-	42	-	42	* 02	O	020	
	DESIGNING HR POLICIES	-	40	-	40	* 02	O	020	
	INTRODUCTION TO CYBER SECURITY - IV	-	21	-	21	* 01	O	!	
	SKILL DEVELOPMENT - II	-	41	-	41	* 02	O	!	

SGPA : (1) 6.580(2) 7.380(3) 8.370(4) 9.380 TOTAL 100 786
TOT.MARKS : 1935/3000 (64.50%) CGPA : 7.860 FINAL GRADE : A

Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE : 14 DEC 2020



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. 20066

CENTRE 1

PERM REG. NO. : 2052025064

NAME **SADHANA BASAWANT DHASADE**

MOTHER : JAYASHRI

COLLEGE / SCHOOL

0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2021

SEM. NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

ADDL. SPL. SUBJECT: FINANCIAL MANAGEMENT

3	DIRECT TAXATION	14	20	36	70	P 03	A+	027		
	FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	16	22	44	84	P 03	0	030		
	CORPORATE FINANCE	-	43	-	43	P 02	0	020		
	EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	42	-	42	P 02	0	020		
	BANKING OPERATIONS-I	-	42	-	42	P 02	0	020		
	FUTURES & OPTIONS	-	42	-	42	P 02	0	020		
4	INDIRECT TAXATION	16	21	39	76	* 03	A+	027		
	INTERNATIONAL FINANCE	13	22	33	68	* 03	A	024		
	FINANCIAL MODELING USING EXCEL	-	39	-	39	* 02	A+	018		
	BANKING OPERATIONS II	-	37	-	37	* 02	A+	018		
	WEALTH & PORTFOLIO MANAGEMENT	-	39	-	39	* 02	A+	018		
	FIXED INCOME SECURITIES & TECHNICAL ANALYSIS	-	39	-	39	* 02	A+	018		
	SGPA : (3) 9.790(4) 8.790							TOTAL	28	260
	TOT. MARKS : 621/ 800 (77.63%)	CGPA :	9.290	FINAL GRADE :	0					

Director

1 - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

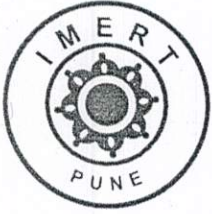
DATE : 1 NOV 2021

ST. NO. : 00066

DUAL SPECIALIZATION Finance

ADMISSION FORM NO :

Date :



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 2020-2021

MBA PASSING YEAR April-20 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,

wish to apply for admission to the Dual Specialization MBA course 2019-20 batch.

Personal Details

Name : Phadnis Siddharth Sunil
(As Per order on Graduation Mark sheet)

Father's Name : Sunil Mother's Name : Meera

Date of Birth : 14/05/1992 Age : Place of Birth :

Blood Group : O+ve Aadhar Card No. : PAN No.

Gender : Male Female Transgender

Religion : Cast : Bramhin Category : open

Permanent Address : Building NO-Z-2 Flat NO-718, Himali Society, Erandawane

Taluka / Tehsil : Haveli Dist. Pune State Maharashtra Pin code : 411052

Mob. No. of Candidate : 9403112149 Email Address of Candidate : psiddharth441@gmail.com

Mob. No. Parents : Email Address : Annual Income:

Correspondence Address / Local Contact :

Additional Phone No.s :

1. Name : 2. Name :

Cont.....

MBA Passing Result : A+ (Pass) (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: Name of Candidate: 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: Name of the Candidate:

Date: Place:



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. 20960

CENTRE 1

PERM REG. NO.: 2051801365

NAME PHADNIS SIDDHARTH SUNIL

MOTHER : MEERA

COLLEGE 0341 M. MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM.	NAME OF THE COURSE	MARKS				CRE	GR-	GR-	GP
		OL	INT	UEX	TOT				
SUBJECT : INFORMATION TECH MGNT									
1	ACCOUNTING FOR BUSINESS DECISIONS	11	24	44	79	P	03	A+	027
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	14	20	21	55	P	03	B+	021
	LEGAL ASPECTS OF BUSINESS	10	21	28	59	P	03	B+	021
	BUSINESS RESEARCH METHODS	14	20	21	55	P	03	B+	021
	ORGANIZATIONAL BEHAVIOUR	14	21	30	65	P	03	A	024
	BASICS OF MARKETING	11	21	29	61	P	03	A	024
	MANAGEMENT FUNDAMENTALS	-	36	-	36	P	02	A+	018
	MS EXCEL & ADVANCED EXCEL LAB	-	35	-	35	P	02	A+	018
	SELLING & NEGOTIATION SKILLS LAB	-	35	-	35	P	02	A+	018
	BUSINESS GOVERNMENT & SOCIETY	40	-	-	40	P	02	O	020
	HUMAN RIGHTS - I	-	21	-	21	P	01	O	!
	INTRODUCTION TO CYBER SECURITY - I	-	20	-	20	P	01	O	!
2	MARKETING MANAGEMENT	13	21	32	66	P	03	A	024
	FINANCIAL MANAGEMENT	16	21	36	73	P	03	A+	027
	HUMAN RESOURCE MANAGEMENT	11	21	32	64	P	03	A	024
	DECISION SCIENCE	18	21	28	67	P	03	A	024
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	12	21	28	61	P	03	A	024
	MANAGEMENT INFORMATION SYSTEMS	14	21	33	68	P	03	A	024
	EMOTIONAL INTELL & MANAGERIAL EFFECT LAB	-	37	-	37	P	02	A+	018
	LIFE SKILLS LAB	-	37	-	37	P	02	A+	018
	BUSINESS SYSTEMS & PROCEDURES	-	36	-	36	P	02	A+	018
	COMP AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	37	-	37	P	02	A+	018
	HUMAN RIGHTS - II	-	23	-	23	P	01	O	!
	INTRODUCTION TO CYBER SECURITY - II	-	22	-	22	P	01	O	!
3	STRATEGIC MANAGEMENT	14	20	20	54	P	03	B	018
	ENTERPRISE PERFORMANCE MANAGEMENT	12	25	39	76	P	03	A+	027
	STARTUP & NEW VENTURE MANAGEMENT	18	21	40	79	P	03	A+	027
	SUMMER INTERNSHIP PROJECT	45	45	90	180	P	04	O	040
	I T MANAGEMENT & CYBER LAWS	16	23	26	65	P	03	A	024
	E-BUSINESS & BUSINESS INTELLIGENCE	12	25	29	66	P	03	A	024
	SOFTWARE ENGINEERING	-	46	-	46	P	02	O	020
	RDBMS WITH ORACLE	-	46	-	46	P	02	O	020
	SOFTWARE QUALITY ASSURANCE	-	47	-	47	P	02	O	020
	TECHNICAL WRITING	-	46	-	46	P	02	O	020
	INTRODUCTION TO CYBER SECURITY - III	-	22	-	22	P	01	O	!
	SKILL DEVELOPMENT - I	-	42	-	42	P	02	O	!

CONTINUED

Director

Board of Examinations & Evaluation

DATE :



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. 20960

CENTRE 1

PERM REG. NO.: 2051801365

NAME PHADNIS SIDDHARTH SUNIL

MOTHER : MEERA

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM.

NAME OF THE COURSE

MARKS
OL INT UEX TOT CRE- GR-
DITS ADE GP

PAGE 2

4	MANAGING FOR SUSTAINABILITY	19	23	48	50	*	03	0	030
	DISSERTATION	-	47	44	91	*	04	0	040
	SOFTWARE PROJECT MANAGEMENT	14	27	36	77	*	03	A1	027
	ENTERPRISE RESOURCE PLANNING (ERP)	19	28	47	54	*	03	0	030
	SOFTWARE TESTING	-	48	-	46	*	02	0	020
	INFORMATION SECURITY & AUDIT	-	47	-	47	*	02	0	020
	DATA WAREHOUSING & DATA MINING	-	47	-	47	*	02	0	020
	E-GOVERNANCE	-	47	-	47	*	02	0	020
	INTRODUCTION TO CYBER SECURITY	-	47	-	47	*	02	0	020
	SKILL DEVELOPMENT (IT)	-	21	-	21	*	01	0	010
	CGPA : (1) 8.150(2) 8.420(3) 8.890(4) 9.860	42	-	42	*	02	0		
	TOT. MARKS : (2224/3000) (74.13%)			CGPA : 8.780	FINAL GRADE : A1		TOTAL 100 878		

[Signature]
Director

* - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE: 14 DEC 2020



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. 20065 CENTRE 1 PERM REG. NO. : 2052025058
NAME PHADNIS SIDDHARTH SUNIL MOTHER : MEERA
COLLEGE / SCHOOL 0341 M.MITRA MANDALS INST PUNE4

SEM.	YEAR : APRIL 2021 NAME OF THE COURSE	MARKS				CRE- DITS	GR- ADE	GP
		OL.	INT	UEX	TOT			
	ADDL. SPL. SUBJECT: FINANCIAL MANAGEMENT							
3	DIRECT TAXATION	19	24	47	90	P 03	0	030
	FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	17	23	42	82	P 03	0	030
	CORPORATE FINANCE	-	42	-	42	P 02	0	020
	EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	45	-	45	P 02	0	020
	BANKING OPERATIONS-I	-	43	-	43	P 02	0	020
	FUTURES & OPTIONS	-	41	-	41	P 02	0	020
4	INDIRECT TAXATION	18	24	46	88	* 03	0	030
	INTERNATIONAL FINANCE	18	23	45	86	* 03	0	030
	FINANCIAL MODELING USING EXCEL	-	39	-	39	* 02	A+	018
	BANKING OPERATIONS II	-	38	-	38	* 02	A+	018
	WEALTH & PORTFOLIO MANAGEMENT	-	40	-	40	* 02	0	020
	FIXED INCOME SECURITIES & TECHNICAL ANALYSIS	-	40	-	40	* 02	0	020
	SGPA : (3) 10.000(4) 9.710					TOTAL	28	276
	TOT. MARKS : 674/ 800 (84.25%)					CGPA :	9.860	FINAL GRADE : 0

Director

* - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

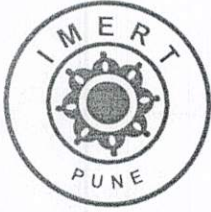
DATE : 1 NOV 2021

ST. NO. : 00065

DUAL SPECIALIZATION H.R.

ADMISSION FORM NO :

Date : 11/11/2020



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 2020 - 2021.

MBA PASSING YEAR April-2017 PATTERN (2013)



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 : shaikh Mohamed Adil Mohamed mujaeed
(As Per order on Graduation Mark sheet)

Father's Name : Mohamed mujaeed Mother's Name : shahenaz

Date of Birth : 06/01/1993 Age : Place of Birth :

Blood Group : A Aadhar Card No. : PAN No.

Gender : Male Female Transgender

Religion : Islam Cast : muslim Category : open

Permanent Address : Police line, Pushya building room no 42/2, osmanabad

Taluka / Tehsil : Dist. osmanabad State Moharashtra Pin code : 413501

Mob. No. of Candidate : 9923952492 Email Address of Candidate : mshelch5001@gmail.com

Mob. No. Parents : Email Address : Annual Income:

Correspondence Address / Local Contact :

Additional Phone No.s :

1. Name :

2. Name :

Cont.....

MBA Passing Result : B+ (Pass) (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: Name of Candidate : Signature:

Admission officer: [Signature] Director :

(S103) F105-1/2019

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: Name of the Candidate:

Date: Place:

No. 1820

MARATHWADA MITRA MANDAL'S

INSTITUTE OF MANAGEMENT EDUCATION, RESEARCH & TRAINING

(Code No. 341)

302/A, DECCAN GYMKHANA, PUNE - 411 004.



TRANSFERENCE CERTIFICATE

Certified that Ms./Mr. SHAIKH MOHAMED ADIL MOHAMED MUJAEED

has been a student of Institute of Management, Education, Research and Training, Pune - 411 004.

a) Since passing the B.A. examination he/she has kept terms in this college for the course :

MBA / ~~MPM~~ as under

SEM	I	from JULY / AUG	<u>2015</u>	TO	DEC	<u>2015</u>
SEM	II	from JAN	<u>2016</u>	TO	MAY	<u>2016</u>
SEM	III	from JULY / AUG	<u>2016</u>	TO	DEC	<u>2016</u>
SEM	IV	from JAN	<u>2017</u>	TO	MAY	<u>2017</u>

b) His / Her permanent registration number is 2051501284

d) He / She passed / failed at the M.B.A. examination held in April 20 17
secured 'B+' class / grade.

d) He / She has no books belonging to this Institute in his / her possession.

Nothing is owing by him / her on account of dues to the Institute.

f) He / She bears a good moral character.

g) His / Her birth date as entered in this Institute's register is 01/06/1993

(In words) First June Nineteen Ninety three

h) The subject of specialisation in which he / she attended the courses of instruction in this Institute was Marketing Management

Date : 05/10/2018

PUNE 411 004.

Forwarded to : The Principal / Registrar / Director,

SMU
Clerk



Dr. Shriram Nerlekar
Director, **DIRECTOR** IMERT Pune
MM's IMERT, PUNE 411 004



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND, PUNE 411 007.

STATEMENT OF MARKS FOR MASTER OF BUSINESS ADMINISTRATION (REV.2013)

SEAT NO. 30959

CENTRE 1

PERM REG. NO.: 2051501284

NAME SHAIKH MOHAMED ADIL MOHAMED MUJAEED

MOTHER : SHAHENAZ

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

SEM.	YEAR : APRIL 2017	NAME OF THE COURSE	<--- MARKS --->			CRE-	GR-	GP
			OL.	INT	UEX			
SUBJECT : MARKETING MANAGEMENT								
1		ACCOUNTING FOR BUSINESS DECISIONS	09	12	29	50	P 03	B 018
		ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	08	17	15	40	P 03	P 012
		LEGAL ASPECTS OF BUSINESS	10	12	18	40	P 03	P 012
		BUSINESS RESEARCH METHODS	10	12	18	40	P 03	P 012
		ORGANIZATIONAL BEHAVIOUR	12	12	19	43	P 03	P 012
		BASICS OF MARKETING	11	12	17	40	P 03	P 012
		BUSINESS COMMUNICATION LAB	-	35	-	35	P 02	A+ 018
		MS EXCEL & ADVANCED EXCEL LAB	-	36	-	36	P 02	A+ 018
		PERSONALITY DEVELOPMENT LAB	-	39	-	39	P 02	A+ 018
		ENTERPRISE ANALYSIS - DESK RESEARCH	-	31	-	31	P 02	A 016
		HUMAN RIGHTS - I	-	21	-	21	P 01	0 !
		INTRODUCTION TO CYBER SECURITY - I	-	20	-	20	P 01	0 !
2		MARKETING MANAGEMENT	11	19	19	49	P 03	C 015
		FINANCIAL MANAGEMENT	09	17	16	42	P 03	P 012
		HUMAN RESOURCE MANAGEMENT	12	18	17	47	P 03	C 015
		DECISION SCIENCE	09	18	17	44	P 03	P 012
		OPERATIONS & SUPPLY CHAIN MANAGEMENT	07	17	16	40	P 03	P 012
		MANAGEMENT INFORMATION SYSTEMS	13	20	20	53	P 03	B 018
		EMOTIONAL INTELL.& MANAGERIAL EFFECT.LAB	-	40	-	40	P 02	0 020
		GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	41	-	41	P 02	0 020
		COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	39	-	39	P 02	A+ 018
		INDUSTRY ANALYSIS - DESK RESEARCH	-	40	-	40	P 02	0 020
		HUMAN RIGHTS - II	-	23	-	23	P 01	0 !
		INTRODUCTION TO CYBER SECURITY - II	-	20	-	20	P 01	0 !
3		STRATEGIC MANAGEMENT	11	17	15	43	* 03	P 012
		ENTERPRISE PERFORMANCE MANAGEMENT	10	21	23	54	P 03	B 018
		STARTUP & NEW VENTURE MANAGEMENT	16	20	20	56	P 03	B+ 021
		SUMMER INTERNSHIP PROJECT	-	44	88	132	P 06	0 060
		CONTEMPORARY MARKETING RESEARCH	13	20	20	53	P 03	B 018
		CONSUMER BEHAVIOUR	10	20	20	50	P 03	B 018
		INTEGRATED MARKETING COMMUNICATIONS	-	44	-	44	P 02	0 020
		PERSONAL SELLING LAB	-	47	-	47	P 02	0 020
		CUSTOMER RELATIONSHIP MANAGEMENT	-	46	-	46	P 02	0 020
		MARKETING OF FINANCIAL SERVICES-I	-	47	-	47	P 02	0 020
		INTRODUCTION TO CYBER SECURITY - III	-	23	-	23	P 01	0 !
		SKILL DEVELOPMENT - I	-	42	-	42	P 02	0 !

CONTINUED

Ashish

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.2013)

SEAT NO. 30959	CENTRE 1	PERM REG. NO. : 2051501284
NAME SHAIKH MOHAMED ADIL MOHAMED MUJAEED		MOTHER : SHAHENAZ
COLLEGE 0341 M.MITRA MANDALS INST PUNE4		

YEAR : APRIL 2017	<--- MARKS --->	CRE-	GR-
SEM.	NAME OF THE COURSE	OL.	INT UEX TOT DITS ADE GP

PAGE : 2

4	MANAGING FOR SUSTAINABILITY	09	17	16	42	*	03	P	012		
	DISSERTATION	-	41	-	41	*	02	D	020		
	SERVICES MARKETING	11	18	18	47	*	03	C	015		
	SALES & DISTRIBUTION MANAGEMENT	11	21	22	54	*	03	B	018		
	RETAIL MARKETING	-	46	-	46	*	02	D	020		
	MARKETING STRATEGY	-	48	-	48	*	02	D	020		
	MARKETING TO EMERGING MARKETS & BOTTOM OF THE PYRAMID	-	49	-	49	*	02	D	020		
	MARKETING OF FINANCIAL SERVICES II	-	47	-	47	*	02	D	020		
	INTRODUCTION TO CYBER SECURITY - IV	-	20	-	20	*	01	D	1		
	SKILL DEVELOPMENT - II	-	42	-	42	*	02	D	1		
SGPA : (1) 5.690(2) 6.230(3) 7.830(4) 7.630								TOTAL	100	682	
TOT.MARKS : 1775/3000 (59.17%)								CGPA :	6.820	FINAL GRADE :	B+

Ashesh

Director,

Board of Examinations & Evaluation

! - Not considered for calculation of final grade

Medium of instruction: English

STATEMENT NO.:

DATE : 7 JUL 2017



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. 20071

CENTRE 1

PERM REG. NO.: 2052025062

NAME SHAIKH MOHAMED ADIL MOHAMED MUJAHEED

MOTHER : SHAHNAZ

COLLEGE / SCHOOL

0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2021

SEM. NAME OF THE COURSE

MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

ADDL. SPL. SUBJECT: HUMAN RESOURCES MGNT

3	LABOUR & SOCIAL SECURITY LAWS	06	18	17	41	P	03	P	012
	HUMAN RESOURCE ACCOUNTING & COMPENSATION MANAGEMENT	12	23	31	66	P	03	A	024
	OUTSOURCING OF HR	-	42	-	42	P	02	O	020
	PUBLIC RELATIONS & CORPORATE COMMUNICATION	-	41	-	41	P	02	O	020
	LAB IN RECRUITMENT AND SELECTION	-	42	-	42	P	02	O	020
	LAB IN LABOUR LAWS-I	-	44	-	44	P	02	O	020
4	EMPLOYMENT RELATIONS	16	22	39	77	*	03	A+	027
	STRATEGIC HUMAN RESOURCE MANAGEMENT	17	22	42	81	*	03	O	030
	ORGANIZATIONAL DESIGN & DEVELOPMENT	-	37	-	37	*	02	A+	018
	EMPLOYEE REWARD MANAGEMENT	-	38	-	38	*	02	A+	018
	EMERGING TRENDS IN HR	-	40	-	40	*	02	O	020
	DESIGNING HR POLICIES	-	37	-	37	*	02	A+	018
	SGPA : (3) 8.290(4) 9.360								
	TOT.MARKS : 586/ 800 (73.25%)								
	CGPA : 8.820								
	FINAL GRADE : A+ \$ 0.1								
	TOTAL				28			247	

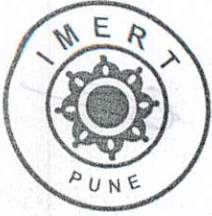
[Signature]
Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE: 1 NOV 2021

SE. NO. : 00071



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 20.20. - 20.21..

MBA PASSING YEAR ^{April} 2018-19 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 : Bhandari Himanshu Ramlalji
(As Per order on Graduation Mark sheet)

Father's Name : Ramlalji Bhandari Mother's Name : Anita R Bhandari

Date of Birth : 18th June 1996 Age : 24 Place of Birth : Pal

Blood Group : B+ve Aadhar Card No. : 3043 4844 0250 PAN No. BZVPB1447D

Gender : Male Female Transgender

Religion : Jain Cast : Marwadi Category : Open

Permanent Address : 201, Shanti Apartment, Prabhat Colony, Mahad

Taluka / Tehsil : Mahad Dist. Raigad State Maharashtra Pin code : 402301

Mob. No. of Candidate : 8806796045 Email Address of Candidate : hrbhandari18@gmail.com

Mob. No. Parents : 9422696011 Email Address : - Annual Income : 4Lakh

Correspondence Address / Local Contact : Atish Metal, Shiladevi Chowk,

Gururwar Peth, Pune

Additional Phone No.s :

1. 9561932907 Name : Himani

2. 7588105671 Name : Kaustabh

MBA Passing Result : 7.97 CGPA (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: 18/12/2020 Name of Candidate: Himanshu Bhandari 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: Bhandari Himanshu Ramlaji

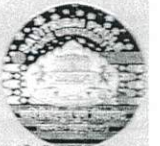
Date: 18/12/2020 Place: Pune



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. 21010

CENTRE 1

PERM REG. NO. : 2051801387

NAME BHANDARI HIMANSHU RAMLALJI

MOTHER : ANITA

COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM.	NAME OF THE COURSE	MARKS				CRE- DITS	GR- ADE	GR- GP
		OL.	INT	UEX	TOT			
SUBJECT : FINANCIAL MANAGEMENT								
1	ACCOUNTING FOR BUSINESS DECISIONS	11	18	26	55	P 03	B+	02
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	11	17	15	43	P 03	P	01
	LEGAL ASPECTS OF BUSINESS	11	17	16	44	P 03	P	01
	BUSINESS RESEARCH METHODS	13	12	17	42	P 03	P	01
	ORGANIZATIONAL BEHAVIOUR	09	20	21	50	P 03	B	01
	BASICS OF MARKETING	12	21	22	55	P 03	B+	02
	BUSINESS COMMUNICATION LAB	-	28	-	28	P 02	B+	01
	MS EXCEL & ADVANCED EXCEL LAB	-	42	-	42	P 02	O	02
	PERSONALITY DEVELOPMENT LAB	-	46	-	46	P 02	O	02
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	35	-	35	P 02	A+	01
	HUMAN RIGHTS - I	-	22	-	22	P 01	O	!
	INTRODUCTION TO CYBER SECURITY - I	-	21	-	21	P 01	O	!
2	MARKETING MANAGEMENT	13	19	19	51	P 03	B	01
	FINANCIAL MANAGEMENT	14	25	36	75	P 03	A+	02
	HUMAN RESOURCE MANAGEMENT	15	17	16	48	P 03	C	01
	DECISION SCIENCE	16	21	42	79	P 03	A+	02
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	12	22	24	58	P 03	B+	02
	MANAGEMENT INFORMATION SYSTEMS	13	17	15	45	P 03	C	01
	LIFE SKILLS LAB	-	42	-	42	P 02	O	02
	GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	42	-	42	P 02	O	02
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	44	-	44	P 02	O	02
	INDUSTRY ANALYSIS - DESK RESEARCH	-	49	-	49	P 02	O	02
	HUMAN RIGHTS - II	-	23	-	23	P 01	O	!
	INTRODUCTION TO CYBER SECURITY - II	-	21	-	21	P 01	O	!
3	STRATEGIC MANAGEMENT	13	21	23	57	P 03	B+	02
	ENTERPRISE PERFORMANCE MANAGEMENT	17	17	16	50	P 03	B	01
	STARTUP & NEW VENTURE MANAGEMENT	12	21	22	55	P 03	B+	02
	SUMMER INTERNSHIP PROJECT	-	45	43	88	P 04	O	04
	DIRECT TAXATION	12	26	31	69	P 03	A	02
	FINANCIAL SYSTEM OF INDIA, MARKETS & SERVICES	10	21	22	53	P 03	B	01
	CORPORATE FINANCE	-	45	-	45	P 02	O	02
	EQUITY RESEARCH, CREDIT ANALYSIS & APPRAISAL	-	43	-	43	P 02	O	02
	BANKING OPERATIONS-I	-	44	-	44	P 02	O	02
	FUTURES & OPTIONS	-	44	-	44	P 02	O	02
	INTRODUCTION TO CYBER SECURITY - III	-	20	-	20	P 01	O	!
	SKILL DEVELOPMENT - I	-	38	-	38	P 02	A+	!

CONTINUED

Director

Board of Examinations & Evaluation

DATE :



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. 21010

CENTRE 1

PERM REG. NO.: 2051801387

NAME BHANDARI HIMANSHU RAMLALJI

MOTHER : ANITA

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

PAGE : 2

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRE-	GR-	ADE	GP
4	MANAGING FOR SUSTAINABILITY	17	26	43	86	* 03	O	030	
	DISSERTATION	-	45	44	89	* 04	O	040	
	INDIRECT TAXATION	15	27	37	79	* 03	A+	027	
	INTERNATIONAL FINANCE	15	27	37	79	* 03	A+	027	
	FINANCIAL MODELING USING EXCEL	-	48	-	48	* 02	O	020	
	BANKING OPERATIONS II	-	43	-	43	* 02	O	020	
	WEALTH & PORTFOLIO MANAGEMENT	-	43	-	43	* 02	O	020	
	FIXED INCOME SECURITIES & TECHNICAL ANALYSIS	-	45	-	45	* 02	O	020	
	INTRODUCTION TO CYBER SECURITY - IV	-	20	-	20	* 01	O	010	
	SKILL DEVELOPMENT - II	-	41	-	41	* 02	O	020	
SGPA : (1) 6.460(2) 7.810(3) 8.220(4) 9.710						TOTAL		100	797
TOT.MARKS : 2033/3000 (67.77%)						CGPA :		7.970	FINAL GRADE : A

Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE :14 DEC 2020



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. 20068

CENTRE 1

PERM REG. NO.: 2052025061

NAME BHANDARI HIMANSHU RAMLALJI

MOTHER : ANITA

COLLEGE / SCHOOL

0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2021

SEM. NAME OF THE COURSE

<--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRE-	GR-	DITS	ADE	GP
	ADDL. SPL. SUBJECT: OPERATIONS MANAGEMENT									
3	PLANNING & CONTROL OF OPERATIONS	19	24	47	90	F	03	0	0	030
	INVENTORY MANAGEMENT	20	24	50	94	F	03	0	0	030
	PRODUCTIVITY MANAGEMENT	-	42	-	42	P	02	0	0	020
	MANUFACTURING RESOURCE PLANNING	-	41	-	41	P	02	0	0	020
	SIX SIGMA	-	44	-	44	P	02	0	0	020
	PROJECT MANAGEMENT	-	42	-	42	P	02	0	0	020
4	OPERATIONS STRATEGY & RESEARCH	16	23	40	79	*	03	A+	0	027
	TOTAL QUALITY MANAGEMENT	19	23	47	89	*	03	0	0	030
	BUSINESS PROCESS REENGINEERING	-	38	-	38	*	02	A+	0	018
	ENTERPRISE RESOURCE PLANNING	-	38	-	38	*	02	A+	0	018
	FINANCIAL PERSPECTIVES IN OPERATIONS MANAGEMENT	-	37	-	37	*	02	A+	0	018
	BUSINESS PROCESS MANAGEMENT	-	40	-	40	*	02	0	0	020
	SGPA : (3) 10.000(4) 9.360									
	TOT.MARKS : 674/ 800 (84.25%)									
	CGPA : 9.680									
	FINAL GRADE : 0									
	TOTAL						28			271

Director

! - Not considered for calculation of Final grade
Medium of instruction: English

Board of Examinations & Evaluation

DATE : 1 NOV 2021

ST. NO. : 00068

DUAL SPECIALIZATION Marketing

ADMISSION FORM NO :

Date : 8/2/2021



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 20.20. - 20.21.

MBA PASSING YEAR 2019-20 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 : Pallavi Vitthalrao Pachpute.
(As Per order on Graduation Mark sheet)

Father's Name : Vitthalrao Govind Pachpute Mother's Name : Ushadani Pachpute.

Date of Birth : 7/10/1997 Age : 23 Place of Birth : Kashti

Blood Group : A+ Aadhar Card No. : 398067208697 PAN No. : -

Gender : Male Female Transgender

Religion : Open Hindu Cast : Maratha Category : Maratha

Permanent Address : Alp-kashti, Tel - shrigonda - Dist - Ahmednagar.

Taluka / Tehsil : Shrigonda Dist. Ahmednagar State Maharashtra Pin code : 414701

Mob. No. of Candidate : 9130907706 Email Address of Candidate : Pallavipachpute2018@imertpune.in

Mob. No. Parents : 9579430078 Email Address : - Annual Income : 60,000/-

Correspondence Address / Local Contact : Lokmanyagar, Near Datta mandir,
Lokmanyagar, Pune.

Additional Phone No.s :

1. 9325043232 Name : _____ 2. sister Name : _____

Cont.....

MBA Passing Result : CGPA - 7.500 (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: 8/2/2021 Name of Candidate: Pallavi Pachpute Signature: Prami

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: Pallavi Vitthalrao Pachpute

Date: 8/2/2021 Place: Pune



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007



STATEMENT OF MARKS / GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2019)

SEAT NO. 21079

CENTRE 1

PERM REG. NO. : 2051801373

NAME **FACHEPUTE FALLAVI VITTHALRAO**

MOTHER : USHADEVI

COLLEGE

Q341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

SEM. NAME OF THE COURSE

SUBJECT : HUMAN RESOURCES MGNT

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRS	GR-	GR+	WP
1	ACCOUNTING FOR BUSINESS DECISIONS	09	09	24	42	P 03	F	01	
	ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	10	18	31	59	P 03	B+	021	
	LEGAL ASPECTS OF BUSINESS	07	19	28	54	P 03	E	013	
	BUSINESS RESEARCH METHODS	10	12	21	43	P 03	F	011	
	ORGANIZATIONAL BEHAVIOUR	09	14	18	41	P 03	P	012	
	BASICS OF MARKETING	08	18	26	52	P 03	B	018	
	BUSINESS COMMUNICATION LAB	-	20	-	20	P 02	P	008	
	MS EXCEL & ADVANCED EXCEL LAB	-	36	-	36	P 02	A+	018	
	PERSONALITY DEVELOPMENT LAB	-	38	-	38	P 02	A+	018	
	ENTERPRISE ANALYSIS - DESK RESEARCH	-	33	-	33	P 02	A	018	
	HUMAN RIGHTS - I	-	21	-	21	P 01	O		
	INTRODUCTION TO CYBER SECURITY - I	-	20	-	20	P 01	O		
2	MARKETING MANAGEMENT	10	14	25	49	P 03	C	018	
	FINANCIAL MANAGEMENT	14	13	26	53	P 03	E	019	
	HUMAN RESOURCE MANAGEMENT	13	20	25	58	P 03	B+	021	
	DECISION SCIENCE	19	18	15	50	P 03	B	018	
	OPERATIONS & SUPPLY CHAIN MANAGEMENT	09	13	30	52	P 03	B	019	
	MANAGEMENT INFORMATION SYSTEMS	14	19	28	61	P 03	A	021	
	EMOTIONAL INTELL. & MANAGERIAL EFFECT. LAB	-	36	-	36	P 02	A+	018	
	LIFE SKILLS LAB	-	37	-	37	P 02	A+	018	
	GEOPOLITICS & THE WORLD ECONOMIC SYSTEM	-	28	-	28	P 02	B+	014	
	COMP.AIDED PERSONAL PRODUCTIVITY TOOLS LAB	-	28	-	28	P 02	B+	014	
	HUMAN RIGHTS - II	-	21	-	21	P 01	O		
	INTRODUCTION TO CYBER SECURITY - II	-	23	-	23	P 01	O		
	STRATEGIC MANAGEMENT	09	19	19	47	P 03	C	018	
	ENTERPRISE PERFORMANCE MANAGEMENT	09	21	23	53	P 03	E	018	
	STARTUP & NEW VENTURE MANAGEMENT	10	22	35	66	P 03	A	024	
	SUMMER INTERNSHIP PROJECT	-	40	34	74	P 04	A+	038	
	LABOUR & SOCIAL SECURITY LAWS	06	21	28	55	P 03	B+	021	
	HUMAN RESOURCE ACCOUNTING & COMPENSATION MANAGEMENT	10	22	29	61	P 03	A	024	
	HUMAN RESOURCE INFORMATION SYSTEM	-	40	-	40	P 02	O	020	
	OUTSOURCING OF HR	-	38	-	38	P 02	A+	018	
	PUBLIC RELATIONS & CORPORATE COMMUNICATION LAB IN RECRUITMENT AND SELECTION	-	38	-	38	P 02	A+	018	
	INTRODUCTION TO CYBER SECURITY - III	-	40	-	40	P 02	O	020	
	SKILL DEVELOPMENT - I	-	21	-	21	P 01	O		
		-	42	-	42	P 02	B	018	

CONTINUED

Director

Board of Examinations & Evaluation

DATE :



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND PUNE 411 007



STATEMENT OF MARKS / GRADES FOR MASTER OF BUSINESS ADMINISTRATION (REV. 2019)

SEAT NO. 21079 CENTRE 1 PERM REG. NO. : 2051801373
NAME PACHPUTE PALLAVI VITTHALRAO MOTHER : USHADEVI
COLLEGE 0341 M.MITRA MANDALS INST PUNE4

YEAR : APRIL 2020

<--- MARKS ---> CRE- GR-
OL. INT UEX TOT DITS ADE GP

SEM. NAME OF THE COURSE

PAGE : 2

1	MANAGING FOR SUSTAINABILITY	13	22	33	68	*	03	A	024	
	DISSERTATION	-	38	35	73	*	03	A+	038	
	EMPLOYMENT RELATIONS	18	21	46	85	*	03	O	030	
	STRATEGIC HUMAN RESOURCE MANAGEMENT	14	22	35	72	*	03	A+	027	
	ORGANIZATIONAL DESIGN & DEVELOPMENT	-	42	-	42	*	02	O	020	
	EMPLOYEE REWARD MANAGEMENT	-	43	-	43	*	02	O	020	
	EMERGING TRENDS IN HR	-	42	-	42	*	02	O	020	
	DESIGNING HR POLICIES	-	40	-	40	*	02	O	020	
	INTRODUCTION TO CYBER SECURITY - IV	-	20	-	20	*	01	O	1	
	SKILL DEVELOPMENT - II	-	41	-	41	*	02	O	1	
CGPA : (1) 5.880(2) 5.850(3) 7.930(4) 9.380								TOTAL	100	742+85
TOT.MARKS : 1849/3000 (61.63%)								CGPA :	7.500	FINAL GRADE : A + 0.2

Director

Board of Examinations & Evaluation

* Not considered for calculation of final grade
Medium of instruction: English

DATE : 14 DEC 2020



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. 50009 CENTRE 1 PERM. REG. NO. : 2052025057
NAME PACHPUTE PALLAVI VITTHALRAO MOTHER: USHADEVI

COLLEGE / SCHOOL 0341 M. MITRA MANDAL'S INSTITUTE OF MANAGEMENT, EDUCATION
RESEARCH & TRAINING PUNE

YEAR : OCTOBER 2021 <--- MARKS ---> CRE- GR-
SEM. NAME OF THE COURSE OL. INT UEX TOT DITS ADE GP

SEM.	NAME OF THE COURSE	OL.	INT	UEX	TOT	CRE	GR	DITS	ADE	GP
ADDL. SPL. SUBJECT: MARKETING MANAGEMENT										
3	CONTEMPORARY MARKETING RESEARCH	17	23	42	82	P	03	0	030	
	CONSUMER BEHAVIOUR	18	24	44	86	P	03	0	030	
	INTEGRATED MARKETING COMMUNICATIONS	-	42	-	42	P	02	0	020	
	PRODUCT MANAGEMENT	-	42	-	42	P	02	0	020	
	PERSONAL SELLING LAB	-	38	-	38	P	02	A+	018	
	TOURISM MARKETING	-	43	-	43	P	02	0	020	
4	SERVICES MARKETING	17	22	42	81	* P	03	0	030	
	SALES & DISTRIBUTION MANAGEMENT	18	25	45	88	P	03	0	030	
	RETAIL MARKETING	-	38	-	38	P	02	A+	018	
	SERVICE OPERATIONS MANAGEMENT	-	39	-	39	P	02	A+	018	
	EXPORT DOCUMENTATION & PROCEDURES	-	37	-	37	P	02	A+	018	
	E-MARKETING & ANALYTICS	-	39	-	39	P	02	A+	018	
SGPA : (3) 9.86 (4) 9.43						TOTAL 28 270				
TOT. MARKS : 655 / 800 (81.88%)						CGPA : 9.64 FINAL GRADE : O				

[Signature]
Director

! - Not considered for calculation of final grade
Medium of instruction: English

Board of Examinations & Evaluation

ST. NO. : 00014

DATE : 14 JUN 2022

