

5.2.1 Number of placement of outgoing students during the year

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2023-24	Anisha Chandrahas Mhalsekar(9325292797)	BBA(CA)	Yamaha Star Motors,Chikhali,Pune,411062 (8805581234)	1.2 L/p.a
2023-24	Rushabh Baba Mhaske(7410102161)	BBA(CA)	Gaatha 3M Realtor,Bhosari,Phuge Prima,411038 (7030284141)	2.64 L/p.a
2023-24	Dhananjay Bansilal Kokane (7559386890)	BBA(CA)	Net Ambit (91 78350 25305)	2.52 L/p.a.
2023-24	Ganesh Patil(7030349508)	BBA(CA)	Unbend Martech pvt. ACE Almighty Sigma Tower,Tathawade Road,Pune 411033(9850356978)	1.8 L/p.a
2023-24	Pooja Ramesh udgirkar(9529976236)	BBA(CA)	Quess Corp Limited Bellandur Gate,Sarjapur Road,Bangalore 560103( 1800-572-3333)	1.9L/p.a.
2023-24	Abhijeet kolhe(7796761807)	BBA(CA)	Relianc(91 7977912345)	1.64 L/p.a
2023-24	Nilesh Sheshmal Pawar(7559386890)	BBA(CA)	Himalayan Savour LLP	2.4 L/p.a.
2023-24	Dhanashree Sainath Bankar(9822174030)	BBA(CA)	Flipkart,Nigadi Pune 411044(044-45614700 / 044-67415800)	1.5 L/p.a.
2023-24	Apeksha Ladad(9021520386)	BBA(CA)	New Om Medicals (91 90110 11097)	1.8L/p.a
2023-24	Ashutosh Ramesh Patil(9307122295)	BBACA)	Unicorn Munchies(9307122295)	2.4L/p.a
2023-24	Rutuja dnyaneshwar bhutkar(9145541777)	BBA(CA)	QUess Corp Limited Bellandur Gate,Sarjapur Road,Bangalore 5601031(800-572-3333)	2 L/p.a
2023-24	purva virnak(9356493687)	BBA(CA)	ALTRUIST technology pvt ltd(0172-2970008)	1.4L/p.a
2023-24	abhay sarkate(9075479843)	BBA(CA)	SPNN Business services pvt ltd	2.2L/p.a
2023-24	sudharshan babu kamble(9209395297)	BBA(CA)	williams controls india private limited (088048370230)	2.2L/p.a
2023-24	pooja sanjay singh(7666745921)	BBA(CA)	FIBRECRAFTS INDIA,bhosari(088048965236)	2.2L/p.a
2023-24	vivek deepak ramane(9309160648)	BBA(CA)	BIg BASKET	2.3L/p.a
2023-24	Nilesh Sheshmal Pawar	BBA(CA)	Paytm Services	5.2L/p.a
2023-24	prem gaikwad(9370323585)	BBA(CA)	Mahavir laser and fab india(9881727472)	2.4L/p.a
2023-24	omkar dere(8669127491)	BBA(CA)	Neha clinical laboratiry(08802583217)	2.1L/p.a
2023-24	Ram Netaji Tamboli (8483040984)	BBA(CA)	Big basket Innovative Retail Concepts Pvt Ltd (- 560016)	1.92L/p.a
2023-24	Abhijeet Kolhe(91 77967 61807)	BBA(CA)	Reliance Projects & Property Management Services Ltd(07935	1.6L/p.a
2023-24	Sumit Suresh Kambale(07935031200)	BBA(CA)	UNH MANAGEMENT SERVICES PRIVATE LIMITED.(91	2.1L/p.a

2023-24	Dhanjay Bansilal Kokane (781937787)	BBA(CA)	NetAmbit(91 78350 25305)	2.5L/p.a
2023-24	Chinchole Anjali Sunil(9860692080)	B.Sc.(C.S.)	ExcelR EdTech Private Limited(9632156744)	_
2023-24	Solanki Vikas Champalal(9325476931)	B.Sc.(C.S.)	ExcelR EdTech Private Limited(9632156744)	_
2023-24	Gopkar Vaibhav Anand(7304327465)	B.Sc.(C.S.)	ONIO Design Pvt. Ltd. (02027292173)	2.6 L/p.a.
2023-24	Huke Rohit Machindra(7030133615)	B.Sc.(C.S.)	MMG Infotech(9689111592)	_
2023-24	Abhishek Mengade Kashinath(9604874435)	B.Sc.(C.S.)	Macfoc Limited	_
2023-24	Neha santosh Markad(7020559907)	B.Sc.(C.S.)	M/S Pride Enterprises	2.14L/p.a.
2023-24	Vaishnavi Eknath Kolekar(7020208022)	B.Sc.(C.S.)	CONNEQUT Business Solution	1.73L/p.a.
2023-24	Shreeyash Maruti kad(9975306612)	B.Sc.(C.S.)	Own Business	_
2023-24	Karan Ramrao Kunjetwad(7378759390)	B.Sc.(C.S.)	Own Business	_
2023-24	Poonam Sopan Markar(8605852700)	B.Sc.(C.S.)	Cognizant Company	_
2023-24	Gawade Siddhi Shyamsundar(9322034526)	M.Sc.(C.S.)	Abis Infotech Solution(8999897754)	_
2023-24	Khamkar Pratiksha Mininath(9284914602)	M.Sc.(C.S.)	net2net Knowledge solution(9823374979)	_
2023-24	Alhat Vrushali Ravindra(7028876562)	M.Sc.(C.S.)	Yash Technologies(7653219880)	_
2023-24	Ambekar Pooja Kailas(8888176693)	M.Sc.(C.S.)	Yash Technologies(7653219880)	_
2023-24	Ravindra(7768058586)	M.Sc.(C.S.)	Data Sentinel Inc.(9922264888)	_
2023-24	Waghmare Abhishek Vishvanath(820849356)	M.Sc.(C.S.)	Absolute Software (-)	_
2023-24	Deepanshu Satish Khandeshi	M.Sc.(C.S.)	VDA INFOSOLUTION PVT. LTD.	2.3L/p.a
2023-24	Akash Yadav	M.Sc.(C.S.)	CONNEQT BUSINESS Solution	2.14L/p.a.
2023-24	Bhakti Baraskar	B.COM	Nexvitech India Pvt. Ltd., (7888042423)	2.34L/p.a
2023-24	Abhishek M. Nagtilak	B.COM	Apollo Speciality Hospitals Pvt. Ltd. ,(040-4904-7777)	3.02L /p.a
2023-24	Prathmesh R. Kadam	B.COM	KBB and Associates, CA Firm (9922926948)	0.6L/p.a
2023-24	Rani M. Singh	B.COM	Quess Corp Limited	0.6L/p.a
2023-24	Kirti L. Patil	B.COM	Genius Consultans Ltd.(020-6640-1306)	2.08L/p.a
2023-24	Aarti Irranna Ganje,9112416785	B.COM	K.B.Vispute & Company, 9822306550	1.2L/p.a
2023-24	Pranita R. Mohite, 9579423954	B.COM	KBB and Associates, CA Firm	1.44L/p.a
2023-24	Vaishnavi Marne	B.COM	Mahalaxmi Enterprises	1.44L/p.a

2023-24	Chandrashekar Mahajan, 9763665611	B.COM	Garud Zep Academy, 8983888803	1.8L/p.a
2023-24	Divya Prakash Mane,	B.COM	Pawana Audhyogic Nagari, Sahakari Sanstha, 020-306	1.2L/p.a
2023-24	Nikhil Kharat	B.COM	Cubral Engineering Pvt. Ltd	1.5L/p.a
2023-24	Manasi Kulkarni, 8530391209	B.COM	Dhand & Associates	0.48L/p.a
2023-24	Gayatri Premchand Yadav	B.COM	Mah Knowledge Corporation Ltd, 20-40114500	1.2L/p.a
2023-24	Salman Kureshi, 7058334903	B.COM	Big Basket	2.08L/p.a
2023-24	Preeti P Mane	B.COM	Kaivalya Engineering, 9011025799	1.8L/p.a
2023-24	Swati Raju Wahurwagh	B.COM	Vega Tools, 9822551196	1.44L/p.a
2023-24	Divya Mane	B.COM	Harihar Sales and Services, 82376695567	1.2L/p.a
2023-24	Mansi Vijay Godse	B.COM	Tanishaka Agency, 9561797777	0.96L/p.a
2023-24	Sakshi Sunil Dighe	B.COM	S. M Kalje Tax Consultant, 9307610600	0.96L/p.a
2023-24	Ajay Nivruti Damse	B.COM	Genius Consultant Ltd	2.2L/p.a
2023-24	Vyshali	B.COM	Team Lease,(91-80)33002345	2.1L/p.a
2023-24	Akash Bangari	B.COM	Reliance Retail , 91-079-35031200	1.65L/p.a
2023-24	Kajal V. Nalawade	B.COM	Vibha India Tooling Solutions,( 020)2433558	1.2L/p.a
2023-24	Somnath Singh	B.COM	Shree Sai Krupa Engineering,(9766806511)	2.16L/p.a
2023-24	Satyam M. Deshmane , 9356209401	B.COM	System Officer, CG Marketing	2.16L/p.a
2023-24	Akanksha Ubale	B.COM	Delta Saras	2.52L/p.a
2023-24	Kajal Bhise	B.COM	Duraz	1.83L/p.a
2023-24	Akash Aanat War	B.COM	Tirumala Facility Management	1.2L/p.a
2023-24	Mahadhura Gawas	B.COM	The Institute of Cost Accountants	1.2L/p.a
2023-24	Pranav Jadhav	B.COM	Shree Gurudevdattda Gases	2.2L/p.a
2023-24	Sudharshan Bawale (7219298272)	B.B.A	Bawale Enterprises (9665830769)	12 lakh p.a Turnove
2023-24	Pooja Bavakar (8767777308)	B.B.A	IT Education (8010439325)	3.81L/p.a.
2023-24	Suraj Thakur (997073696)	B.B.A	Finprop Management PVT. LTD. (8605655627)	2.76L/p.a
2023-24	Shrusti Mungse (9156518424)	B.B.A	Classes Nail Art & Fabric Painting (9156518424)	1.20L/p.a
2023-24	Trushali Nagarkar (7666192046)	B.B.A	TRADE EN TOOLS (8983003776)	1.56L/p.a.
2023-24	Chinmay Rode (7507550077)	B.B.A	e-Clerx (7507550077)	2.56L/p.a

2023-24	Raviraj Mature (9322443090)	B.B.A	Excel R (9175941817)	1.3L/ p.a
2023-24	Gajanan Londhe (7666833283)	B.B.A	Excel R (9175941817)	1.3L/ p.a
2023-24	Tejas Kamble (8390015387)	B.B.A	Connect Business Solution	2.20L/ p.a
2023-24	Mayank Chaudhari (8625956668)	B.B.A	The Big Word India PVT. LTD.	5.95L/p.a.
2023-24	Rushikesh Ghuge (8669628301)	B.B.A	World Peace School MIT ALANDI	3.54L/p.a
2023-24	Siddhi Daundkar (9172935029)	B.B.A	Asclepius Wellness PVT. Ltd (9172935029)	1.20L/p.a
2023-24	Nishant Kengar (8766001168)	B.B.A	Source it (8766001168)	6.45L/p.a.
2023-24	Rajnandini Pol (9404832559)	B.B.A	Finprop Management PVT. LTD.(8605655627)	1.44L/p.a
2023-24	Siddhi Ghuge (8261052811)	B.B.A	Priyadarshani School	2.34L/p.a.
2023-24	Prasad Thakur (9922097523)	B.B.A	Nexus Group	1.56L/p.a.
2023-24	Trupti Tingre (7796236475)	B.B.A	Aashish Infrastructure	2.34L/p.a.
2023-24	Amar Kulat (8479374393)	B.B.A	Softmate Sytem LLP	2.34L/p.a.
2023-24	Urmila Dhasade (7387766165)	B.B.A	Prajdip Technologies	1.80L/p.a
2023-24	Pranjal Wadekar (7058279111)	B.B.A	Hotel Mahalaxmi Wadekar Misal House (7058279111)	10 lakh p.a Turnove
2023-24	Aditya Salunke (7756985063)	B.B.A	Tirumala Tirupati Multistate Co-operative credit society ltd	1.56L/p.a.
2023-24	Abhay Jagtap (7083999159)	B.B.A	National Enterprises Bhosari (7083999159)	20 lakh p.a Turnove
2023-24	Sachin Kendre (7083450449)	B.B.A	Wheelseye Technology India Pvt. Ltd.	2.56L/p.a
2023-24	Lata Jadhav 9021456746	B.B.A	Quess Winning Together (18005723333)	1.58L/p.a
2023-24	Sanket santosh Takalkar (	B.B.A	Shree sai Digital Flex Printing	_
2023-24	AMBDEKAR CHAITALI SATISH	M.Sc(Biotechnolgy)	Junior Research Assistant (IRSHA-NIBEC)	_
2023-24	PATIL MAHESH RAVINDRA	M.Sc(Biotechnolgy)	Lupin ltd.Pune	_
2023-24	Syona Vishal Makasare	B.A	Access Healthcare Service Private Ltd	3.20L/p.a
2023-24	Pranali Suryavanshi (+91 95291 48599)	B.A	Yohesa Financial Services	1.62L/p.a
2023-24	Rohan Baliram Bedge (+919716295050)	B.A	New Bhosari Hospital	1.20L/p.a



YAMAHA STAR MOTORS

CHIKHALI, PUNE

411062

16<sup>th</sup> June 2024

Dear Anisha Chandrahas Mhalsekar,

We are pleased to extend an offer for the position of Human Resources [HR] at YAMAHA STAR MOTORS. We believe your skills and experience align well with our requirements, and we look forward to having you join our team.

Details of the offer:

- Position: Human Resources [HR]
- Salary: Rs. 1 lakh 20 thousand annual package
- Start Date: 17<sup>th</sup> June 2024

We are excited about the possibility of having you on board and contributing to our success. Welcome to YAMAHA STAR MOTORS

Congratulations!

Sincerely,

Shubham Nambalkar

7020418441

# Gaatha 3M Offer Letter

Company Name: Gaatha 3M  
realtor

Contact No: 7030604141

Company Address : Bhosari  
phuge prima pin 411038

August, 01, 2024

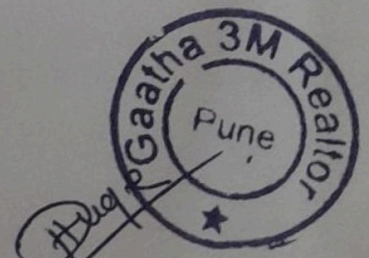
Employee Name: Rushabh Baba Mhaske  
Employee's Address: alandidevashi at, kelogoan  
City: pune

Dear sir/mam

We are pleased to extend an offer of employment to you for the position of Real Estate Sales person at Gaatha 3m, located at bhosari phuge prima building. We believe that your skills and experience align perfectly with our company's goals and objectives, and we are excited to welcome you to our team.

- Position: Real Estate Sales person
- Start Date: aug, 01, 2024
- Salary: 22000
- Work Schedule: Monday - saturday ; 10:30 AM 6:00 PM

Date: 08/01/2024



Ms, Poonam Phuge  
Gaatha 3M Realtor



NetAmbit

Date: 08-05-24

Associate Code: IR-132317

Subject: Letter of Offer

Mr. /Ms. DHANANJAY

BANSILAL KOKANE

Dear DHANANJAY  
BANSILAL KOKANE

Thank you for participating in our selection process. With reference to our discussions with you, we are pleased to offer you the position Executive Business Development in **Band- 1** of our organization **and** this position is based at **Nagpur**.

Your employment shall be governed by the terms and conditions of the organization as may be in force from time to time.

**1) Compensation and Benefits**

The annual Cost to Company will be **Rs. 252984/-**The salary is subject to Income Tax deduction per the prevailing Income Tax rules.

**2) Probation & Confirmation:**

Your employment shall be on a contract basis for a total period of **326** days from your date of joining till 31-03-25 your performance is not found to be satisfactory, company may reserve the right to terminate your employment.

Your employment will be confirmed after the expiry of your probation period subject to receipt of satisfactory performance report from your concerned HR.

During this period, your employment may be terminated at any point of time by giving 15 days' notice (through a letter, without assigning any reason what so ever) or payment of salary (Gross) in lieu thereof Post completion of your contract of employment for 2 months it may be renewed for such further period and on such terms and conditions as the company may deem fit.

However, company reserves the right to terminate your employment without notice & payment in lieu thereof on grounds of breach of policy, misconduct, negative reference checks, violation of code of conduct or unsatisfactory job performance.

### 3)Joining Process

Your date of joining will be **09-05-24** We would require **sets of Photocopies** of the documents per **Annexure – B**.

This letter of offer is issued to you based on the representations made by you in your resume and/or other documents and during the interview process. This is issued to you based on the assumption that your qualifications and experience are correct and accurate. It also assumes that your conduct in the earlier organizations was appropriate and that you were not terminated due to any reasons of misconduct, misappropriation & misbehavior.

- a. This letter is subject to your providing the company with self-attested copies of documents in support of your qualifications/experience and other details provided by you.
- b. The company may at its absolute discretion conduct background checks on the information provided by you through an authorized third party/or through other means. In case it is found that your qualifications and experience are false/not correct or your conduct in your earlier employments was not appropriate, the company reserves the right to take appropriate civil and/or criminal action which includes but might not be limited to termination of employment.
- c. If at any time after your date of joining, you absent yourself from your duties without having obtained approval of your reporting manager, you shall be treated as "ABSCONDING" which is treated as negligence and your employment, during probation period, may be terminated and salary be put on hold on this ground itself.

### 4)Secrecy & Confidentiality

You undertake with "Netambit Valuefirst Services Pvt Ltd" (the company) that you shall use all reasonable endeavors to ensure that all information, data, project plan etc. received by you relating to the company or its client company/affiliates during your Work Assignment and which is not in the public domain shall be treated as confidential and shall not be disclosed to any third party except with the consent of the relevant Party and except as may be required by law or by any regulatory authority. Nothing in this clause shall however prevent you from disclosing any of the information to their authorized representatives provided that such disclosure is on a need-to-know basis and for the purpose of the normal functioning of their normal business activities. Any information already provided to you by the other pursuant to any prior to this Work Assignment as confidential information shall continue to be covered by the restrictive covenants relating to disclosure.

5) This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by the company or an appropriate third party, and the results of such background checks being favorable in the company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.



6) During employment or upon the termination or separation of employment, you agree to promptly return all company-owned assets, including but not limited to, electronic devices, identification badges, proprietary information, documents, and any other property belonging to the company as per company's laid out process and/or policy. In the event that any company assets are not returned in good condition, the company reserves the right to deduct the value of the unreturned assets from any pending settlements, benefits, or remuneration due. Alternatively, should the company be unable to recover the physical assets, you agree to compensate the company for the fair market value of the unreturned assets during employment or at the time of termination. The company reserves the right to withhold such compensation from any pending settlements, benefits, or remuneration due to the employee.

**7) Attendance And Working Hours:**

You are expected to mark attendance into the system or mobile application on all working days and You will follow the working hours as prescribed by the Client. Payroll will be processed in accordance with the attendance marked by You and the productivity achieved during the working days.

**8) Notice Period Deductions:**

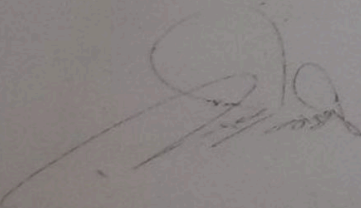
In case You fail to serve the notice period as stipulated under the Agreement, You will be liable to pay the amount (equivalent to Your salary) of such notice period. The Contractor shall be entitled to deduct any such amounts from Your salary and/or any pending full and final settlement.

The detailed letter of appointment outlining all the terms and conditions of the company will be issued to you within 30 days of your joining the organization.

We look forward to welcoming you on board and look forward to a long and mutually rewarding relationship.

You are requested to provide your acceptance to this offer letter within 24 hours from the receipt of this letter, in case we don't receive the confirmation and you joined the company/ started providing your services then it shall be deemed that you have agreed, acknowledged and accepted explicitly all the terms mentioned in this offer Letter.

Please get in touch with us in case you have any queries. Thank you & Regards:



Talent Acquisition Team Human Resource Department

Annexure – B

List of Mandatory Documents

All candidates for joining have to submit two self-attested photocopies of below mention documents at the time of Joining.

<b>Joining Document – Check List</b>	
<b>Documents Valid For Photo ID Proof (Any One)</b>	
1) Driving License.	2) Passport.
3) Pan Card.	4) Voter's ID Card.
<b>Documents Valid For Address Proof (Any One)</b>	
1) Driving License. (Permanent or Learner )	2) Passport
3) Ration Card.	4) Voter's ID Card.
5) Domicile Certificate.	6) Pan Card Acknowledgement Letter.
7) Latest Electricity / Water Bill (Not Greater than 3 months old)	8) Latest Telephone Bill (MTNL/ BSNL) (Not Greater than 3 months old)
9) Banker Verification/ Updated Bank Pass Book (Nationalized Bank).	10) Rent Agreement Along with Owner's utility bill (Not Greater than 3 months old).
<b>Documents Valid For Date of Birth Proof (Any One)</b>	
1) Matriculation Certificate/ 10 <sup>th</sup> Mark Sheet	2) Pan Card
3) Passport	
<b>Education Certificates – Up to highest Qualification</b>	
1) 10 <sup>th</sup> (Mark sheet & Certificate).	2) 10 + 2 ( Mark sheet & Certificate )
3) Graduation all three year Mark sheet & Degree.	4) Post Graduation all mark sheet & Degree.
<b>Previous Employment/Experience Certificates</b>	
1) Relieving Letter	2) Experience Certificate
3) Accepted copy of Resignation	4) Salary Slip or Salary Certificate.
5) Appointment Letter	6) Copy of Identity Card
<b>Photographs</b>	
1) Four Passport Size Photograph.	

All documents will be verified against originals, hence please ensure that you carry your original documents on the Joining date.\*

Annexure - A

Employee Name: DHANANJAY BANSILAL KOKANE

Designation: Executive Business Development

Description	Monthly	Annual
Basic	14700	176400
House Rent Allowance	2447	29364
Special Allowance	0	0
Statutory Bonus	1225	14700
<b>Gross Salary</b>	18372	220464
<b>Employee Contribution</b>		
PF	1764	21168
ESIC	138	1656
Professional Tax	200	2400
<b>NTH</b>	16270	195240
<b>Employer Contribution</b>		
PF	1764	21168
PF Admin	74	888
EDLI	74	888
Insurance	200	2400
ESIC	598	7176
<b>CTC</b>	21082	252984

\* The above mentioned salary is subject to Income Tax deduction per the prevailing IT rules.

*Bhaskar*

## Offer Letter

Date: 27/03/2024

**Subject:** Offer Letter for employment as **Web and Graphic Designer**

Dear Mr. Ganesh Patil

With reference to the discussions that we had with you, we are pleased to appoint you as "**Web and Graphic Designer**" with **Unbend Martech Private Limited, Pune**, and its subsidiary-related work. Your place of posting will be in Pune.

Your annual compensation will be **INR. 1,80,000/- (One Lakh Eighty Thousand Rupees Only)** Per Annum

You are required to confirm your acceptance of this offer by signing and returning a copy of this letter no later than 27- March - 2024. Upon acceptance, we will proceed with the necessary paperwork and preparations for your onboarding process.

You will also be governed by the rules and regulations in vogue and those that may change from time to time. From the date of confirmation, you will have to serve us a prohibition period of 6 months.

Yours Sincerely,

For **Unbend Martech Private Limited**,



**Mr. Ashwin Unni**  
**Director and Founder**

Date : MAY 03,2024  
Quess ID : GS8029803

Pooja Ramesh Udgirkar  
Pune

**SUB : APPRENTICE LETTER**

Dear Pooja Ramesh Udgirkar Udgirkar

We are pleased to offer you the role of **Apprentice** based out of **Pune** for a duration as per agreed terms from the date of joining.

During this period the apprentice will be paid a Stipend of **Rs 15900** per month. The stipend details follows the scheme annexed hereto as Schedule-I.

**1.HOURS OF WORK :**

The apprentice shall abide by the working hours, weekly offs and paid holidays of the department, office or establishment where they are posted. The apprentice's hour of work shall coincide with the company's regular business hours, however, if the nature of the apprentice's requires flexibility in the days and hours of work, the company reserves the right to require the apprentice to work during other or further days or hours other than the company's normal business hours.

**2.NON DISCLOSURE OF INFORMATION :**

2.1. During the continuance of the apprentice's service with the company or any extension thereof and even after the cessation of apprenticeship with the company by any reason whatsoever:

i. The apprentice shall hold and keep in strictest confidence any and all confidential information and shall not disclose such confidential information unless the same is required to be disclosed under any relevant law, regulation or order of court, or under any directives or order of a governmental body.

ii. Apprentice shall not, except in the proper course of apprenticeship, publish, disclose, patent, copyright any confidential information to any person or entity or make any use of such information for their own purpose or for any other purpose whatsoever.

The term confidential Information, as used in this paragraph, shall mean any information or trade secrets, patents, intellectual properties, trademarks, including, without limitation, technical information, financial projections, security arrangements, client information, administrative and/or organizational matters of a confidential/secret nature which is known to the apprentice by virtue of

*Quess Confidential*

Quess ID: GS8029803

Page 1

This is a system generated letter

**QUESS Corp Limited**

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

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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apprenticeship with the company, marketing information or otherwise, including any software, which is confidential or proprietary to the company, its subsidiaries or affiliates, its customers, subcontractors or any other individuals or company's having any kind of association or relationship with the company, and/or its affiliates or subsidiaries and all works, programs, papers, records, data, notes, drawings, files, documents, samples, devices, products, equipment, and other materials, including copies in whatever form and translations into any other language and intellectual property, relating to the business of the company.

2.2. Upon the cessation of apprenticeship with the company, or at any time upon the request of the company, the apprentice shall return and surrender to the company any confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came into their possession during the course of apprenticeship with the company and shall not retain any copy thereof in any form whatsoever.

### 3. COMPANY PROCEDURES:

The apprentice agrees to abide by the company's rules and regulations as specified under the company's code of conduct, handbook, or as otherwise promulgated by the company from time to time.

### 4. TERMINATION:

4.1. If an apprentice wishes to terminate their apprenticeship, they are required to provide notice period should be as per company policy prior written notice in lieu of notice period. conversely the company may, at its sole and absolute discretion, waive off the notice period or reduce if it considers circumstances so warrant as per the company policy.

4.2. The company reserves the right to terminate apprenticeship immediately if the apprentice is found to have committed the following acts, namely, criminal offences, gross misconduct, and violations of company policy in the course of apprenticeship.

### 5. RULES & REGULATIONS:

5.1. The company has established a variety of policies and standards which form part of the handbook that provide for a safe, enjoyable working environment. During the period of apprenticeship with us, the apprentice agrees to be bound by these policies and standards including but not limited to code of conduct, whistle blower, prevention of sexual harassment policy, and any future policies and standards that are reasonably introduced by the company. It is agreed that the introduction and administration of these policies is within the sole discretion of company and that these policies do not form a part of this agreement. Apprentice shall abide by the rules and regulations of the company as communicated by us to apprentice from time to time.

5.2. This appointment and its continuance are subject to apprentice being found and remaining medically (physically & mentally) fit by the company. Prescribed medical norms and the opinion of a registered medical practitioner (as approved by the company) shall be final in this regard.

*Quess Confidential*

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**QUESS Corp Limited**

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



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5.3. The apprentice will not enter into any commitment of dealing on behalf of the management of the company for which they have no express written authority, nor alter or be a party to any such alterations of any principal or policy of the management of the company or exceed the authority or discretion vested in them without the prior written sanction of the company or those in authority over them.

5.4. On termination of apprenticeship, the apprentice will return to the company all papers, documents, assets, and other property which belong to the company which may at that time be in their possession, relating to the business or affairs of the company and will not retain any copies or extract any information therefrom.

5.5. The apprentice will keep us informed in writing of any change in their residential address and such other matters.

#### 6. JURISDICTION:

6.1. Any dispute arising out of the apprenticeship will be governed by and construed in accordance with the laws of India and the courts at Bangalore shall have the jurisdiction to decide any disputes that may arise hereunder.

#### 7. ID CARD:

7.1. Basis requirement, you will be issued ID card at the time of joining. Displaying your ID card is mandatory during your duty hours. At the time of exit you will be required to submit the ID card to our COE Centre (address given below).

In case, you fail to submit your ID card, you will be liable to pay back Rs.50/- and it will be recovered from your stipend amount.

Quess Corp Limited  
COE (Centre Of Experience)  
8th Floor, A-19,31 Raghukul Tower,  
Sirsi Road, Khatipura (T-Point)  
Jaipur, Rajasthan 302021.

*Quess Confidential*

Quess ID: GS8029803

Page 3

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**QUESS Corp Limited**

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

<http://www.uesscorp.com> | Toll Free No: 1800-572-3333



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**Note:**

1. It is apprentices responsibility to submit the card to COE Centre and also share the courier receipt over email [idcards@quesscorp.com](mailto:idcards@quesscorp.com) with subject line 'Quess ID / Apprenticeship ID'.
2. In case apprentices notify that he / she has lost the card then they have to mandatorily notify it in written (Email / Letter) to [idcards@quesscorp.com](mailto:idcards@quesscorp.com).

**8. SEVERABILITY:**

8.1. In case any one or more of the provisions contained in this letter shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this letter, but this letter shall be construed as if such invalid, illegal or unenforceable provision had never been provided for herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law. The apprentice is requested to confirm this offer along with our joining date. This letter of apprenticeship is valid and open for acceptance for a period of 3 days from the date of issue.

Please maintain strict confidentiality of the terms and conditions of apprenticeship. The company takes a very serious view of such disclosures and apprentice will be liable for disciplinary action in case breach of this condition of service.

We take this opportunity to wish apprentice a long and successful career with us.

Yours sincerely,  
QUESS Corp Limited.



Tej Hans Raj Singh  
Deputy CEO

Signature Of the Candidate:

Date:





## Stipend Sheet

Quess ID : GS8029803  
Designation : Apprentice

Apprentice Name Pooja Ramesh Udgirkar Udgirkar  
Location : Pune  
Work Location : MAHARASHTRA

Component	Monthly Stipend
Stiped amount	15900

All apprentices are covered under Employee Compensation Act .

For Quess Corp Limited.



Tej Hans Raj Singh  
Deputy CEO

*Quess Confidential*

Page 5

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QUESS Corp Limited  
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
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TO CHECK IF YOUR OJT LETTER IS GENUINE.  
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Abhijeet Kolhe  
012, Ganesh Nagar, Tupe Wasti  
Maharashtra, India  
412105

Offer-cum-Appointment Letter

Dear Abhijeet,

This is with reference to your application and subsequent Test and Interviews you had with us. We are pleased to offer you an appointment as **Trainee CSA Smart Store** in the employment of the company subject to your joining on or before **24.01.2024**. The offer shall automatically lapse if you do not join. Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Trainee CSA Smart Store** in Grade **K1** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time. You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 164400/- per annum** as below:

	Rs. per month
Basic	8220
HRA	5480
Conveyance Allowance	
<b>Monthly Gross</b>	13700
<b>Annual Gross</b>	164400

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

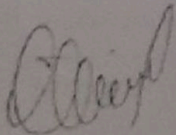
Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,

For Reliance Projects & Property Management Services Ltd



Authorised Signatory

Signature of the Employee:

Encl: Terms and Conditions of Employment - Annexure - I

**Annexure - I**

**TERMS & CONDITIONS OF EMPLOYMENT**

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to 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 and your employment will come to end on the day you are found medically unfit by the Medical Officer.
2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.
3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.
4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.
5. You are required to submit the following documents, if the same have not been submitted earlier
  - i. Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof;
  - ii. Copies of your passport photographs with white background;
  - iii. Copy of Aadhaar / Passport / Ration Card / Voter's ID / driving license or any other document as proof of your residence and photo identity
  - iv. Copy of your PAN and Aadhaar
6. You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.
7. You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, reference s, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.
8. You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.
9. Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.
10. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.
11. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

12. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.
13. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client or Company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.
14. You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roster.
15. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.
16. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.
17. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.
18. In normal course you shall retire from the services of the organization on attaining the age of 58 years.
19. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
  - i. Return to work within 8 days from the commencement of such absence and
  - ii. Give an explanation to the satisfaction of the Management regarding such absence.
20. You will be on probation for a period of Six Months from the date of your joining, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 Days' notice in writing by either side or payment of 30 Days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment is liable to be terminated by giving One Months' notice in writing by either side or payment of One Month Basic Salary in lieu thereof. You shall attend duties till you are relieved from the service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.
21. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
22. You will be bound by the code of conduct, rules, regulations 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 terms of employment.
23. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.
24. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time.

# HIMALAYAN SAVOUR LLP

Dear Nilesh Sheshmal Pawar,

*Himalayan Savour LLP* is excited to bring you on board as an Inventory manager in our firm at our Pune Central Kitchen in Karve Nagar.

Below you can read details about compensation, benefits and the terms and conditions of your anticipated job with Himalayan Savour LLP.

Himalayan Savour is offering a full time position for you as Inventory Manager at our Pune Central Kitchen in Karve Nagar, starting from 9th June 2024.

We'll start you at a monthly salary of INR 18,000 during the probation period of 2 Months. After the end of probation and confirmation you will be paid on a INR 20,000 monthly basis, starting on the 15th day of the next pay period.

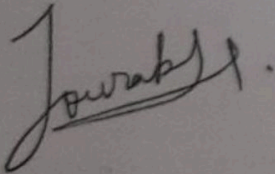
As an employee of our company we expect you to give your best performance and work with absolute professionalism. If you are dissatisfied with the Job and if you wish to resign then you are supposed to serve a notice period minimum of 15 days and maximum of 30 days. Your dues will be well cleared in a proper manner and you will be offered a relieving letter from the company on the day when your full and final will be done on the company's monthly payment cycle date.

In case if you are not satisfied with the Job then you may refuse to accept this letter and if you accept then you accept on the above discussed terms.

We look forward to a long and mutually satisfying association with you.

Kindly confirm your acceptance and indicate to us your date of joining.

Himalayan Savour LLP



Sourabh Shikhare  
09/06/2024



## Offer letter for the post of "Tele Caller - " Full Time for "Flipkart" or any other process

1 17 25 0 3 0

Saseendran P <sasi@impetusits.com>  
To: bankardhanashree8@gmail.com <bankardhanashree8@gmail.com>  
Cc: jobs <jobs@impetusits.com>

Mon, Aug 19, 2024 at 12:50 PM

Dear Ms. Dhanashree Sainath Bankar

We hope you're as excited about your joining Impetus. We are pleased to formally offer you the role of "Tele Caller- Hindi-Marathi" (Full time) for Flipkart / ICFC Process or any other similar process on the following terms and conditions:

- **Salary:** As specified in the salary structure attached to this email. Salary will be credited to your account on or before 10th of every month. The Salary structure and incentive plan changes with change in process where you are deployed. It would be shared with you before you are transferred to another process.
- **Incentives:** Incentives will be credited to your account on or after 25th of every month. If there are any change in the incentive scheme; it is announced at the beginning of every month on or before 4th day of that month.
- **Working Hours:** The working hours will be 9.30 am to 6.30 pm, Monday to Saturday working, (Sunday Off. However, last Sunday of every month it is compulsory that you should attend duly for which you may get compensatory off), Lunch Break: (1.30pm to 2pm). Two Tea Breaks 15 minutes each (11am & 4.30pm)
- **Reporting:** You will be reporting daily to your team leader.
- **Leave Policy:** Medical leaves would be granted provided you submit all the relevant documents on joining. Company must be intimated in writing (email/letter) whenever you seek medical leave.
- **Dress code:** Business casual.
- **Start Date (Training):** 19th July, 2024 @ 9.30 am. Your training has to be conducted by your Team Leader.
- **Location:** B-16, 1st floor, Sant Tukaram Vyapar Sankul, Tilak chowk, Sector 24, Nigdi Pune - 411044 OR Vinayak Arcade, behind HP Petrol Pump, Opp. Bajaj Auto Main gate, Akurdi, Pune - 411035
- **Confirmation of Employment:** Confirmation of employment is subject to your successful completion of three days Training (which is without pay) and submission of all the documents shared with you over this email.
- You are required to abide by rules and regulations of the company which may be revised and formulated over the period of your employment.
- **Documents to submit:** Please find attached to this mail the list of documents to be furnished with self-attestation. You are expected to submit the photocopies to the company, but you are also required to bring the original copies of the documents for verification of the photocopies. Please submit the documents on or before 19th July, 2024 (before 09.30 am).
- **Notice Period Clause:** If you desire to leave the company, you need to serve a notice period of 30 working days. Failing which you are liable to pay one month's salary in lieu of notice period.
- **Resignation:** In case you have to resign for any reason, you are required to submit a resignation letter to me in writing and also send the resignation over email to [jobs@impetusits.com](mailto:jobs@impetusits.com).
- **Non-Disclosure:** Non-disclosure agreement is a binding contract that prevents sensitive information from being shared with others. You are required to ensure that no information/data/facts/figures related to the process that you will be assigned to is shared with any party. If you are found copying, sharing the client information in any way, your employment will be immediately terminated, and the company will initiate legal proceedings against you.
- **Company reserves the right to change the salary structure with prior intimation to the employee.**
- **Termination:** The company reserves right to terminate your employment without any prior intimation on account of your violation of Code of Conduct (CoC). The CoC will be share with you during training period.
- **Police Verification:** Police character certificate is compulsory for confirmation of job. You can apply online for the same (<https://www.mcaonline.gov.in/FormMain.action>)

Reply to this email as acceptance of offer. You are also required to send copies of all the self-attested document as attachment to the offer acceptance email.

Regards,  
**SASEENDRAN PARAPPALLIL**  
HR Manager - Impetus Collection Services

E: [sasi@impetusits.com](mailto:sasi@impetusits.com) W: <https://impetus technologies.com>  
M: +91 79725 57927 T: +91 020 27640406  
A: B-16, 1st floor, Sant Tukaram Vyapar Sankul, Tilak Chowk, Sector 24, Nigdi Pune - 411044

Offer letter for the post of "Tele Caller - " Full Time for "Flipkart" or any other process

Mon, Aug 19, 2024 at 12:50 PM

Saseendran P <sasi@impetusits.com>  
To: bankardhanashree8@gmail.com <bankardhanashree8@gmail.com>  
Cc: jobs <jobs@impetusits.com>

Dear Ms. Dhanashree Sainath Bankar

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- Incentives: Incentives will be credited to your account on or after 25th of every month. If there are any change in the incentive scheme; it is announced at the beginning of every month on or before 4th day of that month.
- Working Hours: The working hours will be 9.30 am to 6.30 pm, Monday to Saturday working, (Sunday Off. However, last Sunday of every month it is compulsory that you should attend duly for which you may get compensatory off), Lunch Break: (1.30pm to 2pm). Two Tea Breaks 15 minutes each (11am & 4.30pm)
- Reporting: You will be reporting daily to your team leader.
- Leave Policy: Medical leaves would be granted provided you submit all the relevant documents on joining. Company must be intimated in writing (email/letter) whenever you seek medical leave.
- Dress code: Business casual.
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- Resignation: In case you have to resign for any reason, you are required to submit a resignation letter to me in writing and also send the resignation over email to jobs@impetusits.com.
- Non-Disclosure: Non-disclosure agreement is a binding contract that prevents sensitive information from being shared with others. You are required to ensure that no information/data/facts/figures related to the process that you will be assigned to is shared with any party. If you are found copying, sharing the client information in any way, your employment will be immediately terminated, and the company will initiate legal proceedings against you.
- Company reserves the right to change the salary structure with prior intimation to the employee.
- Termination: The company reserves right to terminate your employment without any prior intimation on account of your violation of Code of Conduct (CoC). The CoC will be share with you during training period.
- Police Verification: Police character certificate is compulsory for confirmation of job. You can apply online for the same (<https://pawebonline.gov.in/Forms/Home.aspx>)

Reply to this email as acceptance of offer. You are also required to send copies of all the self-attested document as attachment to the offer acceptance email.

Regards,

**SASEENDRAN PARAPPALLIL**

HP Manager - Impetus Collection Services

E: [sasi@impetusits.com](mailto:sasi@impetusits.com) W: <https://www.impetus technologies.com/>

M: +91 79725 57927 T: +91 020 27640406

A: B-16, 1st floor, Sant Tukaram Vyapar Sankul, Tilak Chowk, Sector 24, Nigdi Pune - 411044



Date: July 27, 2023

Offer No: QS2469822

**APEKSHA LAGAD**

**PUNE 411039**

**FIXED TERM EMPLOYMENT CONTRACT**

Dear APEKSHA LADAD

We are pleased to offer you employment at NEW OM MEDICAL for a fixed period of employment as per the following terms:

**DEPUTATION:**

The terms of employment is exclusively with NEW OM MEDICAL, the employee shall never be deemed to be the employee of the customer, where you have been deputed under this Contract,

You will with effect from AUG 01, 2023 be deputed by NEW OM MEDICAL, to work handle the customers and give them proper medicine.

During the course of your contract, that means you'll be maintaining records, handling bookkeeping, taking care of billing, and scheduling appointments on a computer.

**TENURE:**

The term of your Contract shall be valid from AUG 01, 2023 to June 30,2025

**LOCATION:**

**NEW OM MEDICAL**

Sr no ,213, Dighi Road, Bhosari, Pune - 411039





महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२४३१०००३१९१३८५१८								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०४४२२४५२४०३								
३.	आस्थापनेचे नाव	:	युनिकॉर्न मून्चीस UNICORN MUNCHIES								
४.	कामगारांची एकूण संख्या	:	१								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>१</td><td>०</td><td>०</td><td>१</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	१	०	०	१
पुरुष	स्त्री	इतर	एकूण								
१	०	०	१								
५.	अ) मालकाचे नाव	:	आशुतोष रमेश पाटील ASHUTOSH RAMESH PATIL								
	ब) आस्थापनेचा पत्ता	:	गोकुलधाम रेसिडन्सी, आळंदी रोड, स्वामिपूरम सोसायटी, ११५/२, आळंदी, हवेली, पुणे, ४१२१०५								
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	:	फास्ट फूड सेंटर / FAST FOOD CENTER								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

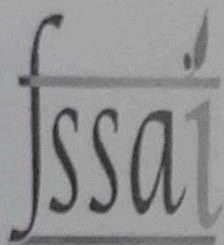
टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.  
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २०-०८-२०२४

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Chinchwad, Address- Gulnur Building, Near Chinchwad Railway Station, (Maladhakka), Chinchwad, District-Pune.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०४४२२४५२४०३	२३.६०



Registration Certificate  
Government of Maharashtra  
Food And Drug Administration  
Food Safety and Standards Authority of India  
Registration Certificate under FSS Act, 2006



/ Registration Number: 21524038001819



- |  |   |
|--|---|
| 1. Name and permanent address of Food Business Operator (FBO)            | unicorn munchies<br>A305 mauli hights near jayshree english mediam school , Alandi Rural , Khed, Pune, Maharashtra-412105 |
| 2. Address of location where food business is to be conducted / premises | A305 mauli hights near jayshree english mediam school, Alandi Rural, Khed, Pune, Maharashtra - 412105                     |
| 3. Kind of Business  | Hotel   |
| 4. Photo Identity Card   | N/A   |



This Registration certificate is issued under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the petty food business.

Place / Pune

Issued On / 23-08-2024 (New Registration)

Valid Upto: 22-08-2025 (For details, refer Annexure)

Registering Authority

Date : 23-08-2024 16:57:28

User Id : 107754

License Issued On : 23-08-2024 16:57:28

**Annexures:**

1. Product Annexure
2. Validity Annexure
3. Registration Id Card

**Note:**

1. Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoc.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.
2. This Registration Certificate is only to commence or carry on food businesses and not for any other purpose.
3. This is computer generated Registration Certificate and doesn't require any signature or stamp by authority.
4. This Registration Certificate is allowed to conduct food businesses activities having annual turnover upto Rs. 12 Lacs only.

Product Annexure



**Registration Certificate**  
**Government of Maharashtra**  
**Food And Drug Administration**  
**Food Safety and Standards Authority of India**  
**Registration Certificate under FSS Act, 2006**



/ Registration Number: **21524038001819**  
Detail(s) of Food Item

[Note: Only standardised food products are allowed to be manufactured as per the list available on FoSCoS.]

Other than Manufacturer Unit	
Sl. No	Name of the food category
1	18- Indian Sweets and Indian Snacks & Savouries products
2	10 - Eggs and egg products
3	16 - Prepared Foods
4	06 - Cereals and cereal products, derived from cereal grains, from roots and tubers, pulses, legumes and pith or soft core of palm tree, excluding bakery wares of food category 7.0
5	04 - Fruits and vegetables (including mushrooms and fungi, roots and tubers, fresh pulses and legumes, and aloe vera), seaweeds, and nuts and seeds

Validation And Renewal Annexure

Registration Certificate  
Government of Maharashtra

Food And Drug Administration  
Food Safety and Standards Authority of India  
Registration Certificate under FSS Act, 2006



/ Registration Number: 21524038001819

Validity From	Validity Upto	Issued On	Fee Paid	Type
23-08-2024	22-08-2025	23-08-2024	100 INR	New

Suspension History

S.No	History	Date
	N/A	

Current Status of Registration: Registration Certificate issued

Note:

1. Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoc.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.

## Registration ID Card

### Registration ID Card

Issai



Registration ID: 21524038001819  
Valid Upto: 22-08-2025  
Name: unicorn munchies  
Address: A305 mauli hights near  
jayshree english mediam  
school, Alandi Rural,  
Khed, Pune, Maharashtra  
- 412105  
KOB: Hotel  
Govt ID Card: N/A



Issuing Authority: Pune

Issued On: 23-08-2024

[Disclaimer: This Registration ID card is issued only for the provisions laid down under Food Safety and Standards Act, 2006 and hence, shall not be used for any other purpose.]

Date: May 24, 2023  
Offer No : QS3109090

RUTUJA DNYANESHWAR BHUTKAR  
PARBHANI  
PARBHANI, MAHARASHTRA

Dear RUTUJA DNYANESHWAR BHUTKAR

Welcome to Quess! Thank you for getting connected with us.

Quess is the largest staffing company in India with nearly 3 Lakh associates. We have operations all across the country, and we partner with more than 1000 companies to provide employment. Besides India, we operate in 10 countries worldwide.

There are many advantages of associating with Quess

1. Access to multiple organizations across India for jobs
2. Formal employment with provident fund, medical support-Quess Is a fully compliant organization.
3. Full transparency through our WorQ App; all documents including salary slips, offer letter

And

4. Financial support And other benefits through our App where you can take loans And get access to products And Services at discounted prices.

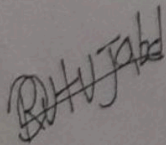
Formal employment through Quess Is an excellent Step To build a Long term And successful career. Many associates have worked With us over years, And have had a steady And sustainable growth.

We will be reaching out To you very soon To formalize this association. Please Do stay connected. We look forward To a Long term association, And welcoming you to be a part of the Quess family.

Wishing you all the best for a successful career with Quess.

With warm regards,

For **QUESS Corp Limited.**





Date: 01 Aug 2024

Letter Of Intent

Dear Virnak Purwa Balu

As per your Request / Application we are pleased to offer you a position of Business Associate at Altruist Technologies Pvt. Ltd. under National Apprenticeship Promotion Scheme (NAPS), at our Altruist Technologies Pvt. Ltd Mantri business park 197, 197, Viman Nagar, Pune, Maharashtra 411014 office.

This Apprenticeship is for a term of 12 months, from the date of your registration in the NAPS scheme. You will be assigned to the Bajaj Finserv\_Pune Mantri\_Training, and it is subject to the condition that, if this process for any reason is dissolved/transferred/terminated by NAPS, your association will be restricted to that period.

You will be eligible for a training stipend amount of INR.0 /- till the completion of process training for the period 12 days. The payout eligibility is subject to successful accreditation/certification of the process training.

Upon successful completion of Process Training and Client Evaluation objectives, your monthly Apprenticeship amount will be INR. 10700/-. This amount shall be payable to you for the number of remaining productive days in the month. The Apprenticeship does not include statutory benefits.

As per the government norms, the stipend amount will be disbursed in 2 parts, as follows:

1. 1st payment (Part "A") will be processed during 1st to 7th day of every month, the maximum value of such payment will be up to 95% of the Monthly Apprenticeship amount.
2. 2nd payment (Part "B") as per the Govt. norms will be paid post 20th day of every month, maximum amount being Rs.1500/-.

Employee Undertaking:

- I understand that I have to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the Apprenticeship program.
- I understand that in case of de-certification and/or lack of success at any stage of the Apprenticeship program, it may be a reason for removal from the position and I will not be eligible for any compensation/pay-out.
- I understand that I am responsible for gaining the skills required for the target position, participation in ongoing planning and evaluation, and in completion of appraisals and objectives on a timely basis.

Please bring and submit the following documents to the Human Resource Department to start the Apprenticeship:

1. Birth certificate / Leaving Certificate.
2. 10th and Matriculation certificate / graduation certificate.
3. Aadhar Card and PAN Card
4. Rent/Lease deed, Electricity Bill etc.
5. 4 Passport size photograph.
6. Aadhar seeded Bank Account details.
7. Digital Signature.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure

Sincerely,

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Signature

Date: 02 Aug 2024

## EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 4 day of 8, 2024 ("Effective Date"):

### BY AND BETWEEN:

**SPNN Business Services Pvt Ltd**, having its registered office at FLAT NO. 6, D N APARTMENTS, SECTOR 4, PLOT 7, DWARKA, South West Delhi, Delhi, 110075 (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

### AND

**Abhay Sunil Sarkate**, S/o. or D/o. Sunil, aged about 19 years, currently residing at C/O Sunil Sarkate Ayodhyapuram Residency 4Th Floor Room No 401 Chakan Tq Khed Dist Pune Near Mahalakshami Vajan Kata 410501 (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

**WHEREAS**, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee 's needs;

**WHEREAS**, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labour, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

**WHEREAS**, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

**NOW THEREFORE**, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

Employee Signature :

### 1. Scope of Work

1.1 The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in **Schedule A** hereto.

1.2 For the performance of his / her duties during the course of employment, the Employee will be deployed to the office / site of the Employer's choosing, and such location shall be the "**Primary Work Location**" of the Employee. Such location may be that of the Employer or a principal employer.

1.3 The Employee shall be required to undergo training at such location as may be designated by the



Gross Salary	Rs.80/- per hour. The gross wage will not be payable during days of absence and leave without pay. The deductions in gross wages will be as per state specified rule
Night Shift Allowance	Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.

Insert details of remuneration / benefits payable to the Employee , as well mode and time of payment

Where law prescribes a different minimum wage given the nature of the industry where the Employee would be deployed, the minimum wage as applicable to that industry will be paid to the Employee on a pro-rated basis for the number of hours worked.

Shift Timings	As provided under Clause 1.5 of the Agreement
All statutory components (PF/ ESIC/ LWF/ P.Tax/ Bonus)	As per Government Norms.
Salary Payout	Net Salary (Take home salary) for the shift worked will be paid within next two working days  Monthly Statutory contributions would be done as per the state specified timelines

Your salary will be paid through electronic transfer mode in the salary designated bank for which you have to provide relevant information at the time of joining

Employee Signature :

TMPCON092416618

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : Williams Controls India Private Limited (E01232700142)  
with Telephone no. & E-mail address : J-1, S BLOCK, CURTISS-WRIGHT,, MIDC BHOSARI Pune, Maharashtra  
: 020-67319100  
: rdhekane@curtisswright.in
2. (a) Name of Apprentice (Block Letters) : SUDARSHAN BAPU KAMBLE (A062463167)  
(b) Father's/Mother's /Spouse's Name : Babu Kamble
3. Address of apprentice : null, null, Jadhavwadi, null, Maharashtra  
: a, Pune, 412114, null,  
: Pune, Maharashtra
4. Gender : Male
5. Date of Birth : 01-01-2006
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : 12th - Commerce
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Assembly Technician v2.0
9. Apprenticeship Training duration (Total) : 720 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 01-08-2024 to 21-07-2026
10. Apprenticeship Training Location : Williams Controls India Private Limited  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-Job Training is to be provided : Williams Controls India Private Limited  
Williams Controls India Private Limited  
Pune  
Maharashtra
11. (a) Date of execution of contract : N/A  
(b) Age of Apprentice on the date of execution of contract : 18 years, 8 months and 4 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	17731	16231	1500
(b) During 2nd year of training	17732	16232	1500
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Allied Resource Management Services India Private Limited

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

Signature of the  
Employer with seal

Signature of Apprentice

Signature of Guardian



# FIBRECRAFTS INDIA

"Manufacturer of designer and customised FRP and MS products"

Address: 80/1, Magazine Chowk, Bhosari Alandi Road, Pune - 411039

Phone No: 9975202122

Email: fibrecraftsindia@gmail.com | Web: www.fibrecraftsindia.com

Date: 23/05/2024

To,  
Ms. Pooja Singh  
Colony no.1  
Chakrapani Vasahat,  
Sadhakrishna Nagar  
Bhosari, Pune - 411026

Greetings, POOJA SINGH.

It is my pleasure to confirm an appointment with our organisation as "SALES TRAINEE" on behalf of FIBRECRAFTS INDIA.

A six-month probation period will begin on the day of hire, which may be extended at the discretion of FIBRECRAFTS INDIA.

The working hours will be 9.30AM a.m. to 6.15 PM. We operate six days a week with weekly off being Sunday.

Your initial place of employment will be at our office at Dighi

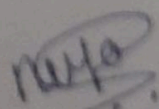
You must offer a 30-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a time frame of less than one month.

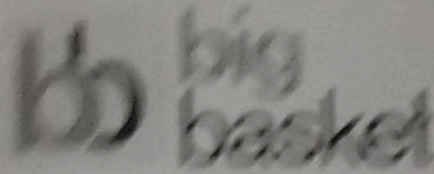
Yours Truly

FOR FIBRECRAFTS INDIA

Mr. Puneet Lakhani  
Proprietor



  
Employee Signature



Date: 23-08-2024

**TO WHOMEVER IT MAY CONCERN**

This is to certify that **Vijay Deepak Ramani (Emp. ID: 19E/29989)**, who, working with our organization as a "**ASSISTANT**" at our Pune location from **30-05-2024 till**

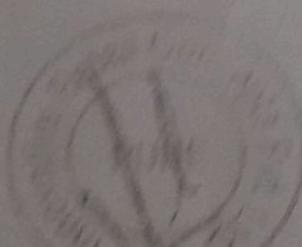
**23-08-2024.**

During his tenure, his performance was found satisfactory.

He has been relieved from duty with the closing office hrs. of **23-08-2024.**

We wish good luck for his future endeavors.

For, **Innovative Retail Concepts Pvt Ltd**

  
Authorized Signatory



## PROVISIONAL OFFER LETTER

PSPL/2024/OF/\*4462/Sales Manager

September 04, 2024  
Nilesh Sheshmal Pawar  
Pune

Dear Nilesh Sheshmal Pawar,

**Sub: Provisional Offer letter (hereinafter "Offer Letter") for the position of Sales Manager.**

We are happy to offer you the position of **Sales Manager** in **Grade-SG03A** with Paytm Services Private Limited on the terms and conditions set out in this Letter.

1. Your total target CTC per annum shall be **INR 516000**, which includes a fixed component and a discretionary variable component entirely linked to your performance, as detailed in Annexure A. All taxes and statutory deductions as applicable will be deducted at source.
2. A formal employment agreement will be issued to you at the time of your joining which will contain the detailed terms and conditions of your employment including your duties and obligations, confidentiality, company policies and separation.
3. Your entitlement to the CTC is subject to you meeting all the conditions set out in this Letter including in Annexure A, employment agreement and the Company policies.
4. The variable component will be in the form of a Sales Linked Incentive (SLI) which is completely based on performance and target achieved by the employee, basis the Company's requirement, as communicated to you from time to time. These are awards which may be withdrawn anytime upon the Company's sole discretion. You expressly agree that completion of any job assignments would not imply you would be entitled to SLI. Details of SLI are set out in Annexure A hereto.
5. You will be expected to join duty on **September 06, 2024** the Business hours begins from 9.30 A.M. onwards. You are requested to meet **Ankit Nivrutti Chopde**, Contact No. **8149333363** for your joining formalities. In case of any further issues, escalation, support or feedback, please write to [Onboarding.helpdesk@paytmservices.com](mailto:Onboarding.helpdesk@paytmservices.com), our team will reach out to you on priority.
6. Your employment, including matters such as working hours, leaves and holidays shall be governed by the applicable law, Conduct of Conduct of the Company and other policies of the Company, as amended from time to time.
7. Please note that all the Company policies related to your employment with the Company will be made available to you on the date of your joining the Company or on any date thereafter, and you are expected to be apprised of the same as soon as possible. This is on the assumption that access to the company policies will be provided on the date of joining.
8. You shall be currently deputed at **Pune**. You acknowledge that the Company expects you to be flexible in terms of your place of work and the Company may, therefore, require you to travel or work from any other location which the Company considers necessary for a duration as it may deem fit.

**Paytm Services Private Limited**  
(Formerly known as Balance Technology Private Limited)

[offer@paytmservices.com](mailto:offer@paytmservices.com)

[www.One97.com](http://www.One97.com)

Corporate Office - B 121, Sector 5, Noida 201301, India

T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535

Registered Office - Ground Floor, Essae Viashnavi Summit, 6/B 7th Main,

80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034

**Annexure A**

CTC Structure	Monthly (Rs.)	Yearly (Rs.)
<b>Salary Components</b>		
Basic	10100	121200
House Rent Allowance	5050	60600
Special Allowance	11541	138492
Statutory Bonus	2300	27600
<b>Gross Salary</b>	<b>28991</b>	<b>347892</b>
PF (Employer)	1800	21600
Medical Insurance Premium	209	2508
<b>Monthly CTC</b>	<b>31000</b>	<b>372000</b>
<b>Variable</b>		
Sales Linked Incentive (SLI)*	12000	144000
<b>Total Salary (Gross CTC)</b>	<b>43000</b>	<b>516000</b>

\*\* Employee contribution for PF & ESIC shall also be deducted from your Gross salary; only  
 \*\* Medical Insurance premium rate is subject to change

Condition for entitlement of CTC:

(a) Meet minimum attendance and activity requirements, as applicable and prescribed by the Company from time to time. Your attendance will be calculated basis the quantum of minimum activities completed by you. In the event you perform 0 activities on a day, no attendance will be marked for that day.

As on date of this Letter, the attendance and activity requirements for your level are:

Attendance	Working Hours (Between Check-in and Check-out)	Min Activities Per Day
Full Day	8 Hours	20 Input activities on Target Merchants
Half Day	4 Hours	8 Input activities on Target Merchants

\*Any change in attendance and activity requirements will be intimated to you with an advance notice.

(b) Sales Linked Incentive (SLI): SLI will be subject to the sales target Vs achievement by you.

This will be paid on monthly basis and shall be communicated separately from time to time. SLI will be paid only if you are active and working with the Company on the day of the SLI payout. i.e., you should not have resigned and/or serving the notice period on the day of SLI payout.



# MAHAVIR LASER AND FAB INDIA

LASER CUTTING, CNC BENDING & FABRICATION

Add : Gat no 357/74, Waghjai Nagar, Kharabwadi, Chakan Pune - 410501

Email : mahavirlaserindia@gmail.com , Contact : +91 98900 53051 / +91 74472 01008

GST IN : 27ACBFM2869G1Z2

To,

RUPALI MANE MA'AM

RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL (RJSPM)

LANDEWADI BHOSARI,

PUNE-39

Date : 25-09-2024

Subject: Confirmation of Prem Santosh Gaikwad's Employment

Dear HOD MA'AM,

I am writing to confirm that Prem Santosh Gaikwad, a student of SY BBA(CA) at RJSPM, is employed with MAHAVIR LASER AND FAB INDIA as a full-time AS A PROGRAMMER.

During their tenure with us, Prem Santosh Gaikwad has demonstrated exceptional skills, dedication, and a strong work ethic. Their contributions to our team have been invaluable, and their performance has consistently exceeded our expectations.



Company name





# NEHA

CLINICAL LABORATORY



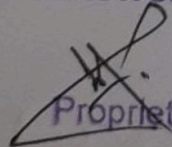
## TO WHOM-SO-EVER IT MAY CONCERN

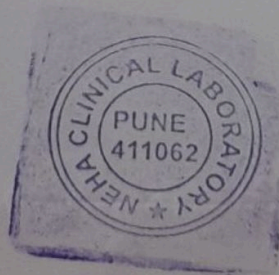
This is to certify that Mr. Omkar Ravindra Dere worked with us as  
"Phlebotomist" From 02/04/2022 till date with our entire satisfaction.

He is a sincere, honest and hard working.

This certificate is issued for his personal work.

For NEHA CLINICAL LABORATORY

  
Proprietor





**Date: 08-05-24**

**Associate Code: IR-132317**

**Subject: Letter of Offer**

**Mr. /Ms. DHANANJAY**

**BANSILAL KOKANE**

**Dear DHANANJAY  
BANSILAL KOKANE**

Thank you for participating in our selection process. With reference to our discussions with you, we are pleased to offer you the position Executive Business Development in **Band- 1** of our organization **and** this position is based at **Nagpur**.

Your employment shall be governed by the terms and conditions of the organization as may be in force from time to time.

**1) Compensation and Benefits**

The annual Cost to Company will be **Rs. 252984/-**The salary is subject to Income Tax deduction per the prevailing Income Tax rules.

**2) Probation & Confirmation:**

Your employment shall be on a contract basis for a total period of **326** days from your date of joining till 31-03-25 your performance is not found to be satisfactory, company may reserve the right to terminate your employment.

Your employment will be confirmed after the expiry of your probation period subject to receipt of satisfactory performance report from your concerned HR.

During this period, your employment may be terminated at any point of time by giving 15 days' notice (through a letter, without assigning any reason what so ever) or payment of salary (Gross) in lieu thereof Post completion of your contract of employment for 2 months it may be renewed for such further period and on such terms and conditions as the company may deem fit.

However, company reserves the right to terminate your employment without notice & payment in lieu thereof on grounds of breach of policy, misconduct, negative reference checks, violation of code of conduct or unsatisfactory job performance.

### **3)Joining Process**

Your date of joining will be **09-05-24** We would require **sets of Photocopies** of the documents per **Annexure – B**.

This letter of offer is issued to you based on the representations made by you in your resume and/or other documents and during the interview process. This is issued to you based on the assumption that your qualifications and experience are correct and accurate. It also assumes that your conduct in the earlier organizations was appropriate and that you were not terminated due to any reasons of misconduct, misappropriation & misbehavior.

- a. This letter is subject to your providing the company with self-attested copies of documents in support of your qualifications/experience and other details provided by you.
- b. The company may at its absolute discretion conduct background checks on the information provided by you through an authorized third party/or through other means. In case it is found that your qualifications and experience are false/not correct or your conduct in your earlier employments was not appropriate, the company reserves the right to take appropriate civil and/or criminal action which includes but might not be limited to termination of employment.
- c. If at any time after your date of joining, you absent yourself from your duties without having obtained approval of your reporting manager, you shall be treated as “ABSCONDING” which is treated as negligence and your employment, during probation period, may be terminated and salary be put on hold on this ground itself.

### **4)Secrecy & Confidentiality**

You undertake with "Netambit Valuefirst Services Pvt Ltd" (the company) that you shall use all reasonable endeavors to ensure that all information, data, project plan etc. received by you relating to the company or its client company/affiliates during your Work Assignment and which is not in the public domain shall be treated as confidential and shall not be disclosed to any third party except with the consent of the relevant Party and except as may be required by law or by any regulatory authority. Nothing in this clause shall however prevent you from disclosing any of the information to their authorized representatives provided that such disclosure is on a need-to-know basis and for the purpose of the normal functioning of their normal business activities. Any information already provided to you by the other pursuant to any prior to this Work Assignment as confidential information shall continue to be covered by the restrictive covenants relating to disclosure.

5) This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by the company or an appropriate third party, and the results of such background checks being favorable in the company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

6) During employment or upon the termination or separation of employment, you agree to promptly return all company-owned assets, including but not limited to, electronic devices, identification badges, proprietary information, documents, and any other property belonging to the company as per company's laid out process and/or policy. In the event that any company assets are not returned in good condition, the company reserves the right to deduct the value of the unreturned assets from any pending settlements, benefits, or remuneration due. Alternatively, should the company be unable to recover the physical assets, you agree to compensate the company for the fair market value of the unreturned assets during employment or at the time of termination. The company reserves the right to withhold such compensation from any pending settlements, benefits, or remuneration due to the employee.

**7) Attendance And Working Hours:**

You are expected to mark attendance into the system or mobile application on all working days and You will follow the working hours as prescribed by the Client. Payroll will be processed in accordance with the attendance marked by You and the productivity achieved during the working days.

**8) Notice Period Deductions:**

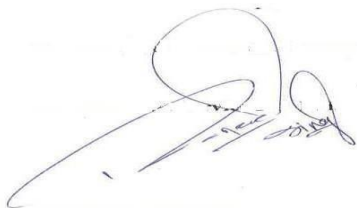
In case You fail to serve the notice period as stipulated under the Agreement, You will be liable to pay the amount (equivalent to Your salary) of such notice period. The Contractor shall be entitled to deduct any such amounts from Your salary and/or any pending full and final settlement.

The detailed letter of appointment outlining all the terms and conditions of the company will be issued to you within 30 days of your joining the organization.

We look forward to welcoming you on board and look forward to a long and mutually rewarding relationship.

You are requested to provide your acceptance to this offer letter within 24 hours from the receipt of this letter, in case we don't receive the confirmation and you joined the company/ started providing your services then it shall be deemed that you have agreed, acknowledged and accepted explicitly all the terms mentioned in this offer Letter.

Please get in touch with us in case you have any queries. Thank you & Regards:

A handwritten signature in blue ink, appearing to be 'S. S. S.', is written over a faint, illegible stamp or text.

Talent Acquisition Team Human Resource Department

## Annexure – B

### List of Mandatory Documents

All candidates for joining have to submit two self-attested photocopies of below mention documents at the time of Joining.

<b>Joining Document – Check List</b>	
<b>Documents Valid For Photo ID Proof (Any One)</b>	
1) Driving License.	2) Passport.
3) Pan Card.	4) Voter's ID Card.
<b>Documents Valid For Address Proof (Any One)</b>	
1) Driving License. (Permanent or Learner )	2) Passport
3) Ration Card.	4) Voter's ID Card.
5) Domicile Certificate.	6) Pan Card Acknowledgement Letter.
7) Latest Electricity / Water Bill (Not Greater than 3 months old)	8) Latest Telephone Bill (MTNL/ BSNL) (Not Greater than 3 months old)
9) Banker Verification/ Updated Bank Pass Book (Nationalized Bank).	10) Rent Agreement Along with Owner's utility bill (Not Greater than 3 months old).
<b>Documents Valid For Date of Birth Proof (Any One)</b>	
1) Matriculation Certificate/ 10 <sup>th</sup> Mark Sheet	2) Pan Card
3) Passport	
<b>Education Certificates – Up to highest Qualification</b>	
1) 10 <sup>th</sup> (Mark sheet & Certificate).	2) 10 + 2 ( Mark sheet & Certificate )
3) Graduation all three year Mark sheet & Degree.	4) Post Graduation all mark sheet & Degree.
<b>Previous Employment/Experience Certificates</b>	
1) Relieving Letter	2) Experience Certificate
3) Accepted copy of Resignation	4) Salary Slip or Salary Certificate.
5) Appointment Letter	6) Copy of Identity Card
<b>Photographs</b>	
1) Four Passport Size Photograph.	

All documents will be verified against originals, hence please ensure that you carry your original documents on the Joining date.\*

**Annexure – A**

**Employee Name:DHANANJAY BANSILAL KOKANE**

**Designation:Executive Business Development**

<b>Description</b>	<b>Monthly</b>	<b>Annual</b>
Basic	14700	176400
House Rent Allowance	2447	29364
Special Allowance	0	0
Statutory Bonus	1225	14700
<b>Gross Salary</b>	<b>18372</b>	<b>220464</b>
<b>Employee Contribution</b>		
PF	1764	21168
ESIC	138	1656
Professional Tax	200	2400
<b>NTH</b>	<b>16270</b>	<b>195240</b>
<b>Employer Contribution</b>		
PF	1764	21168
PF Admin	74	888
EDLI	74	888
Insurance	200	2400
ESIC	598	7176
<b>CTC</b>	<b>21082</b>	<b>252984</b>

\* The above mentioned salary is subject to Income Tax deduction per the prevailing IT rules.

## WORK ASSIGNMENT LETTER

Date: 30-April-2024

Offer ID: UNH79260

Dear Mr. Sumit Suresh Kambale

Ref : Delhivery Limited

We are pleased to appoint you as **Ground Coordinator** with our Client Delhivery Limited located at our client project site at Talegaon, on a fixed Term Basis. You have to complete Joining Formalities within 10 days from your joining.

In addition to this: Your assignment with us initially will be from **22-April-2024, To 21-April-2025** as per terms mentioned in the Letter of Engagement dated 22-April-2024.

- Your Total Cost to company will be Rs. 18104.00as per details below:

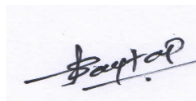
Components	Monthly (INR)	Annually (INR)
Basic_	13,924	167,088
HRA	696	8,352
Bonus Gross	1,160	13,920
<b>Gross Total Earnings (A)</b>	<b>15,780</b>	<b>189,360</b>
PF Employee	1,671	20,052
ESIC Employee	119	1,428
ProfessionalTax	200	2,500
<b>Total Deductions (B)</b>	<b>1,990</b>	<b>23,980</b>
<b>Net Salary (A-B)</b>	<b>13,790</b>	<b>165,380</b>
PF Employer	1,671	20,052
PF Admin (Employer)	70	840
EDLI (Employer)	70	840
ESIC Employer	513	6,156
<b>Total Benefits (C)</b>	<b>2,324</b>	<b>27,888</b>
<b>Total Cost to Company (A+C)</b>	<b>18,104</b>	<b>217,248</b>

- In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, and Bonus Act where applicable will be as per the government regulations. You will be entitled to leave as per the practice prevailing in the Company.
- Your continuance in employment is subject to your remaining physically and mentally fit.
- Since our Client undertakes contract projects, you may be required to work at different project sites and are likely to be deployed at any establishment within the city or outside the city as a when required.
- You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the Management. If you are found involved in any act which in the opinion of the Company is detrimental to the interest of their business interest, Management shall be at liberty to terminate your services without any notice or compensation. Further even legal allegation may be filled, if it at all required.
- The Company reserves the right to terminate your services on giving you a notice of 30 days or payment in lieu thereof. Similarly, you shall be at liberty to resign from services after giving 30 days' notice if you have completed 6 months or more else notice of 15 days is to be provided.
- This letter is being sent to you in duplicate, please return of the same, duly signed as the token of acceptance this Contract of employment with the terms and conditions.

For **UNH MANAGEMENT SERVICES PRIVATE LIMITED.**



Authorised Signatory



Authorised Signatory

### Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Mr. Sumit Suresh Kambale

(Signature & Date)

## Letter of Engagement with our Clients/Business Partners

**Date: 30-April-2024**

**Dear Mr. Sumit Suresh Kambale**

**Offer ID: UNH79260**

1. UNH is involved in the business of providing services to manage key business processes of our Clients/ Business Partner s. Based on your interaction with us; we wish to confirm your registration with us for the purpose of selection to perform any service ("Work Assignment") that may be required by our Clients/ Business Partners ("Customer").
2. You shall faithfully, diligently and to the best of your ability perform all the legitimate duties that may be entrusted to you by the Management or your superiors from time to time and you shall observe discipline, decorum and discretion while doing anything pertaining to the duties to you. Your job with us shall be full time and as such you shall not engage yourself in any trade, business or employment during your working hours as assigned by the company at its discretion, as permitted by law.
3. It is understood that mere registration with UNH MANAGEMENT does not guarantee you any Work Assignment and is subject to selection by UNH MANAGEMENT and/or its Customers. UNH MANAGEMENT may offer to engage you to perform specific Work Assignments from time to time for any of its Customers at a specified location and you may choose to accept such offer at your discretion.
4. The terms of this letter ("Engagement Letter") shall govern your relationship with UNH MANAGEMENT now and in the future. Each Work Assignment will be governed by the terms of this letter and the specific Work Assignment Letter. In the event of any inconsistency, the terms of the relevant Work Assignment Letter shall govern.
5. As consideration for the services performed during any Work Assignment, UNH MANAGEMENT will pay you remuneration, as per the Work Assignment Letter. UNH MANAGEMENT will be entitled to make deductions as per applicable law or in respect of any amounts due to UNH MANAGEMENT or the Customer from you. You will be reimbursed any approved expenses subject to your submitting original bills/ declarations as required by UNH MANAGEMENT and/or the Customer.
6. Any intellectual property that results from work performed by the Individual under any Work Assignment Letter shall be the property of the Customer and the Individual agrees to assign/ transfer to the Customer, the worldwide, perpetual and entire right, title, and interest in all intellectual properties including all rights to obtain, register, perfect, and enforce patents, copyrights, and other intellectual property protection under any laws and conventions.
7. All proprietary information/ material of the Customer that is made known to you during the term of the Work Assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such proprietary information/ material. You agree that all information, correspondence, documents, materials or items provided to you by the Customer or UNH MANAGEMENT are provided to you in trust and on lapse/ termination of the Work Assignment, you shall promptly return all such material to the Customer or UNH MANAGEMENT, as the case may be.
8. You agree that this Letter of Engagement creates no obligation on the part of either party unless you are selected for a particular Work Assignment and you execute the relevant Work Assignment. By executing this Letter of Engagement, neither do we offer you employment with UNH MANAGEMENT nor do you become an employee of UNH MANAGEMENT. The terms of this Letter of Engagement shall however govern any Work Assignments that you undertake to perform.
9. Should you be selected to perform the Work Assignment, the nature of your relationship with UNH MANAGEMENT will be that of Employment/ Contract of Service for a period mentioned in the Work Assignment Letter. Upon lapse or termination of the Work Assignment, you're with UNH MANAGEMENT shall stand terminated forthwith.



10. Except for lapse of a Work Assignment due to completion, if either Party wishes to terminate the Work Assignment during its existence, the terminating Party shall provide a notice of 30 Days to the other Party for Work Assignments of duration 6 months. However, in case of Work Assignments of duration under six months duration, a notice period of 15 Days is required. In case either party fails to give the above notice, salary in lieu of notice will be given to the other party.
11. In case there is no Work Assignment subsisting, either party may terminate this Letter of Engagement forthwith by sending notice in writing. If a Work Assignment is subsisting, this Letter of Engagement can be terminated only co-terminus with the relevant Work Assignment as per the notice period required for termination of the Work Assignment as above.
12. Termination of this Letter of Engagement shall not affect the obligations of the parties that have been incurred prior to termination and UNH MANAGEMENT will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter of Engagement or the Work Assignment.
13. You agree to defend, indemnify and hold UNH MANAGEMENT or the Customer 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 Letter of Engagement or under the Work Assignment Letter or for misconduct, violation of any law or creation of any legal liability by you.
14. Execution of any Work Assignment Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;
  - i fully perform the services, in a professional manner, at the Customer's location till the completion of the term of the Work Assignment;
  - ii during the term of the Work Assignment, render services exclusively to the Customer and such performance shall not be its agencies or its affiliates during the period of the Work Assignment without the prior permission of UNH MANAGEMENT;
  - iii comply with the safety, health, environment and other rules and regulations of the Customer provided that you have been made aware of the same;
  - iv report and be present at the Customer's designated location during the working hours mentioned in the applicable Work Assignment Letter;
  - v Extend all co-operations to the Customer's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the applicable Work Assignment Letter so as to effectively undertake the Work Assignment.
15. Any dispute between the Individual and UNH MANAGEMENT shall be referred to a sole arbitrator to be selected from a list of arbitrators nominated by UNH MANAGEMENT. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act, 1996, at Mumbai, India. This engagement letter shall be governed in all respects by the laws of India.
16. When eligible, you shall be entitled to the statutory benefits under the provisions of The Employees Provident Fund and Family Pension Fund Act - 1952 as amended from time to time and the schemes there under, The Employees State Insurance Act - 1948 as amended from time to time and the rules and regulations there under, The Payment of Bonus Act - 1955 and The Payment of Gratuity Act – 1972.
17. Please note that if ESIC is applicable to you and if you wish to register your family members, you must share Family Photo, their Aadhar Card with us. In case, the same is not provided to us, the benefits cannot be provided to your family members.



You will be solely responsible for providing family details / docs for family related benefits (if any).

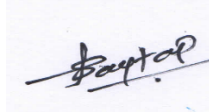
18. In addition to the terms contained herein, your relationship with UNH MANAGEMENT may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by UNH MANAGEMENT.

We request you to please sign a duplicate copy of this letter and return the same to us, indicating your acceptance of the terms mentioned herein. By signing this letter you confirm that you have read, fully understood and accepted the terms of this letter.

Warm regards,

**Yours faithfully,**

For UNH MANAGEMENT SERVICES PRIVATE LIMITED.



**Acceptance**

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Authorised Signatory

Authorised Signatory

Mr. Sumit Suresh Kambale  
(Signature & Date)

If you need any further assistance on your queries please contact us on below no.

**02230567646**

Or else you can write us mail on below email ids

**helpdesk@sourceitt.com**

Also you can access your employee portal by clicking on below link.

Link: **<https://emp.fornaxco.com/#/login>**

User Name: 9322513341 / sumitsuresh723@gmail.com

OTP: 886286

Password: 30272770

# TMPCON092416618

## Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : Williams Controls India Private Limited (E01232700142)  
with Telephone no. & E-mail address : J-1, S BLOCK, CURTISS-WRIGHT,, MIDC BHOSARIPune, Maharashtra  
: 020-67319100  
: rdhekane@curtisswright.in
2. (a) Name of Apprentice (Block Letters) : SUDARSHAN BAPU KAMBLE (A062463167)  
(b) Father's/Mother's /Spouse's Name : Bapu Kamble
3. Address of apprentice : null, null, Jadhavwadi, null, Maharashtra  
: a, Pune, 412114, null,  
: Pune, Maharashtra
4. Gender : Male
5. Date of Birth : 01-01-2006
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : 12th - Commerce
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Assembly Technician v2.0
9. Apprenticeship Training duration (Total) : 720 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 01-08-2024 to 21-07-2026
10. Apprenticeship Training Location : Williams Controls India Private Limited  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-Job Training is to be provided : Williams Controls India Private Limited  
Williams Controls India Private Limited  
Pune  
Maharashtra
11. (a) Date of execution of contract : N/A  
(b) Age of Apprentice on the date of execution of contract : 18 years, 8 months and 4 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	17731	16231	1500
(b) During 2nd year of training	17732	16232	1500
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Allied Resource Management Services India Private Limited

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the  
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON092416618  
(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Signature of Registering Authority  
(Apprenticeship Advisor)  
(Registration required for Designation trade only)

## Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.





# Innovative Retail Concepts Pvt Ltd

PAYSLIP FOR JUL-2024

Ranka Junction, No. 580, sy. No. 224 (old sy. No. 80/3),

4th floor old madras road,vijinapura,

KR Puram Bangalore- 560016

Amount in INR

Employee Code	IRC29671	Employee Name	RAM NETAJI TAMBOLE
Bank Name	HDFC BANK	Bank A/c No.	50100670193411
DOJ	21-May-2024	PAN	COOPT4167B
PF No	PYKRP00534130000110103	PF UAN No	101956493419
Location	PUNE	ESI No	3316387845
Designation	ASSOCIATE	Work Days	31
Standard Days	31	LOP Days	0

Earnings	Reference Amount	Amount	Arrear Amount	Year To Date	Deductions	Amount	Year To Date
BASIC SALARY	13924.00	13924.00	0.00	32789.00	PROVIDENT FUND	1671.00	3935.00
HRA	697.00	697.00	0.00	1641.00	ESI	137.00	303.00
STATUTORY BONUS	1160.00	1160.00	0.00	2732.00	PROFESSIONAL TAX	200.00	400.00
OTHER INCENTIVE	2400.00	2400.00	0.00	2949.00	LWF	0.00	25.00
					FOOD COUPON DEDUCTION	10.00	60.00
<b>Gross Earnings</b>		<b>18181.00</b>		<b>40111.00</b>	<b>Gross Deductions</b>	<b>2018.00</b>	<b>4723.00</b>
					<b>Net Pay</b>		<b>16163.00</b>
<b>NET PAY IN WORDS</b>	<b>Rupees Sixteen Thousand One Hundred And Sixty Three Only</b>						

TAX DETAILS	Projected	Year To date	Balance
Income Tax	0	0	0
Professional Tax	0	0	0

Provident Fund(PF) Details	Amount	Year to Date
Employee Contribution to PF	1671	3935
Employee V P F Contribution	0	0
Employer Contribution to PF	511	1203
Employer Contribution to EPS	1160	2732

\*\* This is a computer generated payslip and does not require signature and stamp.

**RJSPM ACS College**  
A.Y. 2023-2024  
**Placement Data (BSC)**  
**Computer Science Department**



**Offer Letter**

Issued on: 7 May 2024

**Dear Anjali Sunil Chinchole,**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: [e-cap@excelr.com](mailto:e-cap@excelr.com)

**Following are the details for Job Profile**

**For:**

**QA Automation (Selenium) / Manual Tester**

**Job Location : PAN India**

**Job Description**

**Job Profile:** Jr.QA Engineer / QA Engineer

**Position:** QA Automation Tester (Selenium) / Manual Tester

**Location:** PAN India

**Duration:** 2 months of training and 100% Placement Assistance

**Package\*:** 2.8LPA to 5LPA

Best Regards,

**Shyam Narayan**

**Director**



\*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Pvt Ltd  
49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,  
Email: [enquiry@excelr.com](mailto:enquiry@excelr.com) | 1800-212-2120 (Toll Free) [www.excelr.com](http://www.excelr.com)

Anjali Chinchole



## Offer Letter

Issued on: 7 May 2024

Dear **Vikas Champalal Solanki**,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: [e-cap@excelr.com](mailto:e-cap@excelr.com)

### Following are the details for Job Profile

For:

**QA Automation (Selenium) / Manual Tester**

Job Location : **PAN India**

#### **Job Description**

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package\*: 2.8LPA to 5LPA

Best Regards,

**Shyam Narayan**

**Director**



\*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Pvt Ltd

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,  
Email: [enquiry@excelr.com](mailto:enquiry@excelr.com) | 1800-212-2120 (Toll Free) [www.excelr.com](http://www.excelr.com)

**Vikas Solanki**



17<sup>th</sup> April, 2023

To,

Mr. Vaibhav Anand Gopkar  
Opp. Shivsena Office,  
Janseva Chowk, Agrwal Chal, Kasarwadi  
Pune-411034 (Maharashtra) India.

**Sub: Probation appointment letter to join our company as "Junior Design Engineer" Onio design Private Limited.**

Dear Vaibhav,

We are happy to offer you a position at Onio Design as "Junior Design Engineer" starting from 17<sup>th</sup> April, 2023 to 16<sup>th</sup> October, 2023 Onio would start with probation period for 06 (Six) months During the probation period your gross emoluments per month at Onio will be Rs. 20,000/- (Twenty thousand only -inclusive of statutory deductions)

The final confirmation letter will be given to you after successful completion of your probation period. On successful confirmation, your monthly gross salary would be Rs. 22,000/- (Twenty two thousand- inclusive of statutory deductions)

During your stay with us you will come across many confidential information regarding clients, work, suppliers and employees. You shall not pass-on any information regarding these as well as ongoing/past/future projects/financials of the company to any third party (during the period of Probation and later please refer enclosed NDA).

You will abide by the rules of the organization, and work in co-ordination with the team. You are entitled for one paid leave per month during the probation period.

We look forward to an intense and enjoyable working experience with us.

Best regards,

Prakash Khanzode  
Director



ONIO DESIGN PVT. LTD.

Office No. 09, 3rd Floor, A-Wing, Bhakti Plaza, Aundh, Pune - 411007, India  
+ 91 (20) 2729 2173 | 2729 2174 | www.oniodesign.com

CIN no.: U72900PN2001PTC016229 | Regd Office: Building no. A-5, Flat no-505, Planet Millennium Pimple Sausagar, Pune-411027.

BEGIN DIFFERENTLY

sense  
strategize  
design  
engineer  
communicate

Vaibhav Gopkar



Rohit Huke

**RJSPM ACS College**  
A.Y. 2023-2024  
**Placement Data (MSC)**  
**Computer Science Department**



**ABSOLUTE SOFTWARE**  
IT Solutions That Elevate.

Office No. 1, Vitthal smruti  
Kothrud Pune-411038

[www.absolutesoftware.in](http://www.absolutesoftware.in)

15.03.2024

**Joining Letter**

**Abhishek Vishvanath Waghmare**

Absolute Software based at Kothrud is pleased to appoint you for the position of Software Testing Intern. The appointment shall start from 15/03/2024. During the training period, you will undertake the roles and responsibilities delegated to you by your supervisor.

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the knowledge you learned in class.

The Work/Project details and technology platform will be shared with you on or before the commencement of training.

Congratulations and we look forward to working with you.  
Thanks,  
Pune

Regards,

Amit V Sonar



MD, Amit V Sonar

Absolute Software

**Abhishek Waghmare**



**DATA  
SENTINEL**

**DATA SENTINEL INC.**

## INTERNSHIP OFFER LETTER

Date: 08/12/2023

Dear **Harshita Chinnadkathi**,

We are pleased to offer you the position of **Web Developer** at **Data Sentinel Inc.** This is an educational internship. As a valued member of our team, you will have the opportunity to gain hands-on experience in this field.

The internship is scheduled to commence on the **10<sup>th</sup> December, 2023** and will conclude on the **10<sup>th</sup> April, 2024**, resulting in a Four-month duration for the program. As an Intern you will have the opportunity to work on **Web Development** projects with our team. Where we will focus on learning and development of skill set and understanding of real time projects with our clients.

By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Data Sentinel Inc.

You also agree that you will follow all of the company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

We eagerly anticipate your commencement of the internship program at Data Sentinel Inc and extend our best wishes for a prosperous experience.

Regards

Ashish Inamadar  
Director

Data Sentinel Inc.

📍 Sriram Housing society, Plot 46, Green Park Apt., Flat No 1, Warje, Pune, Maharashtra - 411058  
☎ +91 9922264888 ✉ ashish@data-sentinel.com 🌐 www.data-sentinel.com

Harshita Chinnadkathi



Yash Technology Solutions  
Plot No. 28, Rajiv Gandhi Infotech Park  
Hinjewadi, Phase 1  
Pune, Maharashtra 411057  
Email: hr@yashtechsolutions.com  
Phone: +91-20-12345678

Date: 06-01-2024

Pooja Kailas Ambekar  
Adarsh Nagar, Dighi, Pune-15  
Pune-411015  
Maharashtra

Dear Pooja Kailas Ambekar,

Subject: Job Offer for the Position of [Support Executive]

We are pleased to extend an offer of employment for the position of [Support Executive] at Yash Technology Solutions. We were very impressed with your qualifications and experience, and we believe that you will be a valuable addition to our team.

Position Details:

Pooja Ambekar





Office 105, 1<sup>st</sup> Floor Vinayak Arcade,  
Opp Bajaj Auto. Near HP Petrol Pump,  
Akurdi, Pune, Maharashtra 411035  
Contact: 9823374979  
SHOPACT:2331000317703941  
Website: [projectswithajitmore.in](http://projectswithajitmore.in)

Issue Date: 10<sup>th</sup> December 2023

Hello Pratiksha Mininath Khamkar

(Student of MCS CS - Rajmata Jijau Shikshan Prasarak Mandal College)

We are pleased to offer you an internship opportunity at **net2net Knowledge Solutions**, Akurdi Pune 35. Your internship shall commence on 15<sup>th</sup> December 2023 and shall continue up to March 31<sup>st</sup> 2024.

I would like to offer you "**EmpowHer – ecommerce website for women entrepreneur**" project for my organization along with a website. The details regarding the same are given below.

**Project Title:** EmpowHer – ecommerce website for women entrepreneur

**Technologies:** Java, MySQL, HTML, CSS & Bootstrap

**Project Duration:** 3 Months



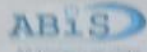
Regards,

A handwritten signature in blue ink, appearing to read 'Ajit More'.

Ajit Jairam More

Director - net2net Knowledge Solutions

Pratiksha Khamkar



GSTIN - UTR100PH2020P10222343  
PAN - AAZ0488711

Office no 413 & 315 Goodwill square mall, Dhanori, Pune-  
411016, Maharashtra, India.

Section 8 of the companies Act, 2013 (18 of 2013) & rule 18 of the companies  
(Registration) Rules, 2014

### Internship offer letter

10/12/2023

To,  
Siddhi Shamsundar Gawade  
Rajmata Jijau Shikshan Prasarak Mandal's  
Location: Sambhajinagar, near water tank , colony no 6, alandi road, bhosari

On behalf of AB INFOTECH SOLUTIONS Pvt Ltd, in reference to your application we would like to congratulate you on being selected for Internship at our company (under summer internship program) as a **Java developer** at our **AB Infotech Solutions Pvt Ltd** office. Your internship shall commence on **15-Dec-23** and shall end on **30-Mar-24** ("3 Month"). The terms and conditions of your internship with the Company are set forth below:

The schedule for this position is **Work from office**. In this role, you will report to Akshay Bhalerao. This offer is contingent upon the successful completion of report submission. Please be sure to bring necessary documents with you on your first day to complete your profile.

During your temporary employment with AB INFOTECH SOLUTIONS Pvt Ltd, you may have access to trade secrets and confidential or proprietary business information belonging to AB INFOTECH SOLUTIONS Pvt Ltd. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of AB INFOTECH SOLUTIONS Pvt Ltd. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that your participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from AB INFOTECH SOLUTIONS Pvt Ltd.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact Akshay Bhalerao-7219356790 in our HR department. Please review this letter in full, and sign and return it via email to confirm your acceptance of the position. We look forward to having you begin your career at AB INFOTECH SOLUTIONS (Training & Placements) Pvt Ltd and wish you a successful internship.

Welcome to our team!

Sincerely,

I, Siddhi Gawade accept the above offer and agreed to all conditions above.



Signature  
AKSHAY BHALERAO

(CEO & Founder President)

Contact : +91 8999897754

Email: info.abis09@gmail.com

[www.abisjobsplacement.tech](http://www.abisjobsplacement.tech)

Siddhi Gawade



Yash Technology Solutions  
Plot No. 28, Rajiv Gandhi Infotech Park  
Hinjewadi, Phase 1  
Pune, Maharashtra 411057  
Email: hr@yashtechsolutions.com  
Phone: +91-20-12345678

Date: 06-01-2024

Vrushali Ravindra Alhat  
Vinayak Nagar Colony No.3, Moshi  
Pune-412105  
Maharashtra

Dear Vrushali Ravindra Alhat,

Subject: Job Offer for the Position of [Support Executive]

We are pleased to extend an offer of employment for the position of [Support Executive] at Yash Technology Solutions. We were very impressed with your qualifications and experience, and we believe that you will be a valuable addition to our team.

Position Details:

Vrushali Alhat



Date: 27-11-2023

To,  
**Mr. Deepanshu Satish Khandeshi,**

Dear Mr. Deepanshu,  
We refer to your application for employment & the subsequent interviews you had with us, we are pleased to inform you that, you have been offered an employment in **VDA Infosolutions Pvt. Ltd.** As **FMS Engineer** for our **Pune** Location on the following terms & conditions:

**REMUNERATION:**

1	a) BASIC	12286
	b) HRA	614
	c) Other Allowance	2100
	<b>Monthly Gross</b>	<b>15000</b>
<b>Employer Contributions</b>		
2	a) Provident Fund Employer Contribution	1800
	b) ESIC Employer Contribution	521
	<b>Total Employer Deductions</b>	<b>2321</b>
<b>Employee Deductions</b>		
3	a) Provident Fund Employee Contribution	1800
	b) ESIC Employee Contribution	120
	c) Professional Tax	200
	<b>Total Employee Deduction</b>	<b>2120</b>
<b>Other annual Perquisites.</b>		
As per Company policy		
4	a) Medical Insurance. PM	292
	b) Bonus PM	1024
	c) Gratuity PM	592
	<b>TOTAL</b>	<b>1908</b>
*****	<b>Monthly CTC</b>	<b>19229</b>
	<b>Monthly Gross</b>	<b>15000</b>
	<b>Net Pay</b>	<b>12880</b>
	<b>Take Home ( Bonus + Net Pay)</b>	<b>13904</b>
	<b>Total ANNUAL CTC (FIX + Variable)</b>	<b>230751</b>

Please sign and return the duplicate copy of this letter as a token of your acceptance of the above offer and report for duty at **Pune** on or before **01-December-2024**. You will get the appointment letter once you complete the joining formalities.

We welcome you to the VDA family & wish you a rewarding career over the years to come.

Yours Faithfully,  
For VDA Infosolutions Pvt. Ltd.,

Ms. Sugandha Shah  
Manager HR



Accepted / Date

**VDA INFOSOLUTIONS PVT. LTD.**

Head Office : 76, Shakuntala - 5th Road, Khar West Mumbai - 400052  
Pune Office : A - 201, 2nd Floor, Teerth Technospace, Baner, Pune - 411045

Deepanshu Khandeshi

09-Sep-2023

**Akash Yadav**  
Rajhans Society Building 14, Room 11 Ottaskim Rupeenagar Nigdi  
Pune, Maharashtra - 411044,  
India.

Dear **Akash**,

**Sub: Employment Letter**

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **11-Sep-2023** on the following terms and conditions.

You will be paid an Annual Gross Salary of ₹ **1,87,500/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be ₹ **214420/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

- Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above-mentioned offer shall be valid if you join us on **11-Sep-2023**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Maharashtra / Pune - Devi IT Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to you submitting the following documents (originals to be presented)

<b>Photo ID &amp; Address Proof:</b>	• Passport Size photo   PAN Card   Aadhar Card  Voter ID  Driving License  Passport  Leave and License Agreement copy where applicable
<b>Education Proof:</b>	• 10th and 12th Marksheet/Board Certificate. • For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificates.
<b>Experience Proof:</b>	• Offer Letter & 3 Month Salary Slips / Reliving Letter / Experience Letter
<b>Bank Account Details:</b>	• Passbook / Cancelled Cheque with you name printed on the cheque.

**Tony Jacob Joseph**  
Deputy Vice President | Human Resources

CONNEQT BUSINESS SOLUTIONS LIMITED  
REGD. OFFICE: Quest House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore - 560103, Karnataka, India | TFI: +91 80 6105 6001  
CIN: U64200KA1995PLC148924, www.conneqtcorp.com

a wholly owned subsidiary of Que

# MACFOS LIMITED

Admin office: Sumant Building, Dynamic Logistics Trade Park, Survey No. 78/1,  
Dighi, Bhosari Alandi Road, Pune - 411015

Website / Email: <http://www.Robu.in>, [info@Robu.in](mailto:info@Robu.in)

Date: 28<sup>th</sup> November 2024.

Name: Abhishek Mengade

Designation: Electronics Product Listing Executive

Department: Listing & SEO

**Subject: - Confirmation Letter.**

Dear Abhishek,

We are delighted to inform you that your probation period has been successfully completed as on 28<sup>th</sup> November 2024. The management team is extremely happy with your progress and we are excited to confirm your continued employment as **Electronics Product Listing Executive at Robu.in (Macfos Limited)**.

We trust that moving forward, you will continue to put in your best effort in everything that you do. We will always be ready to support you with any challenges and growth opportunities.

Please note that you are now eligible to receive the following employee benefits:

- Health Insurance Employee Benefit.
- Eligible for remaining Leaves for the year on pro-rata basis.

Glad to have you as integral part of our team. Keep It Up.

For, Macfos Limited



HR Personnel



# PRIDE ENTERPRISES

• Manpower Services • I. T. Related Services

'SARTHAK' 320 / 11, Dhorenagar, Lane No. 2, Old Sangvi, Pune - 411 027.

E-mail : amroservices@yahoo.com | Mob. : 9890142751 / 9860479999 / 9970844777

Date : 10/08/2024

To,  
Ms. Neha Santosh Markad,  
Pune.

Date of Appointment : 10/08/2024

## Subject—Appointment Letter.

Dear Ms. Neha Santosh Markad,  
Emp ID:-PE - 294

Designation:- Sr,Associate.

We are pleased to appoint you on contract basis with our organization M/S PRIDE ENTERPRISES. This will be governed by the **Terms & conditions** given below.

The terms and conditions are as under -

1. Work Place: At the premises of any of our client. You may be required to work at any location in Pune, with any of our clients.
2. You will be paid monthly remuneration of **CTC Rs.17848/-** (Net Rs.13355/-)
3. Deductions & taxes applicable as per rules/Acts.
4. Working hours: as adopted by clients
5. You may be called for duty on weekly offs/ holidays, if required by client.
6. Your employment shall abide by and be governed by the **M/S PRIDE ENTERPRISES**, with normal set of standards of rules / policies / orders applied at present to your category and grade of employment or may be laid down or modified or amended from time to time or as understood by convention as company norms.
7. You will be required to attend duties as per the timings of Concern Organization and you will observe holidays as per Concern Organization calendar. You may have to work in shifts if required. Depending upon the needs of Concern Organization you are liable to be transferred to any other locations of Concern Organization.
8. You shall record your attendance at Concern Organization as per the system.



## Letter of Intent

Date: 04/12/2024

Mr./Ms. Vaishnavi Eknath Kolekar.

Dear,

With reference to your application and subsequent interactions we are pleased to shortlist you as CCE in the  
Basic Renewal With Connqqt Business Solutions Limited (The Company).

You are expected to join us on or before \_\_\_\_\_ at our Pune – Devi IT Office.  
 Please note that this selection is provisional and your final Offer/Employment letter will be released to you subject to you submitting the following documents (originals to be presented)

Photo ID & Address Proof:	• Passport Size photo   PAN Card   Aadhar Card   Voter ID   Driving License   Passport   Leave and License Agreement copy
Education Proof:	• 10th and 12th Marksheet/Board Certificate. • For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificates.
Experience Proof:	• Offer Letter & 3 Month Salary Slips / Relieving Letter / Experience Letter.
Bank Account Details:	• Cheque Book   Passbook

Note: Only Original documents must be scanned & uploaded in POP App in a JPEG format. (Uploading Photocopies will lead to Cancellation of documents during Verification)

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	13925.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.	
PERFORMANCE PAY (5 % of the Basic Stipend)	696.00
C. Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00
D. GROSS STIPEND (A+B)	14621.00
E. Employee Insurance Contribution	150.00
F. NET STIPEND	14471.00

Note: We will issue you your Offer/appointment Letter on/before the Date of Joining.

Training Mandate	Office Timings	Salary Payout	Transport
<ul style="list-style-type: none"> <li>100% Attendance</li> <li>Shift: Day /Night Shift</li> <li>You are already aware about your Trainer, Shift, and Venue.</li> </ul>	<ul style="list-style-type: none"> <li>Rotational Shift.</li> <li>6 Days of Working</li> <li>Weekly Off: 1 Day (Any day for the week)</li> </ul>	<ul style="list-style-type: none"> <li>Your apprenticeship Stipend amount will be paid in to two parts 75% (on or before 1st of every Month) and 25% (On or before 10th of every Month)</li> <li>PMI: You will start earning PMI after 2 months.</li> </ul>	<ul style="list-style-type: none"> <li>Not Applicable.</li> </ul>

The above mentioned are clearly explained by HR Team and understood by me. I am willing to take this job as per the job description explained to me.



Please scan this QR code to get user guide of POP.  
 For any Additional help, please connect with Mr. Vishal Gaikwad - 9637614005

*Vishal*  
 Authorized Signatory

*Vaishnavi*

Candidate Signature





## UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION  
NUMBER

UDYAM-MH-26-0230134

NAME OF ENTERPRISE

PADMAVATI SUPER MARKET

TYPE OF ENTERPRISE \*

SNo.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	03/11/2023
2	2022-23	Micro	26/06/2022
3	2021-22	Micro	26/02/2022

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	Padmavati Super Market

OFFICIAL ADDRESS OF  
ENTERPRISE

Flat/Door/Block No.	Vithhal Nagar	Name of Premises/ Building	Chimbali
Village/Town	Chimbali	Block	0
Road/Street/Lane	Vaghjai Road	City	Chimbali
State	MAHARASHTRA	District	PUNE , Pin 412105
Mobile	9975306612	Email:	shreeyashkad12@gmail.com

DATE OF  
INCORPORATION /  
REGISTRATION OF  
ENTERPRISE

03/02/2022

DATE OF  
COMMENCEMENT OF  
PRODUCTION/BUSINESS

NATIONAL INDUSTRY  
CLASSIFICATION  
CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	47 - Retail trade, except of motor vehicles and motorcycles	4721 - Retail sale of food in specialized stores	47212 - Retail sale of fresh or preserved fruit and vegetables	Trading

2	47 - Retail trade, except of motor vehicles and motorcycles	4761 - Retail sale of books, newspapers and stationary in specialized stores	47613 - Retail sale of stationery office supplies such as pens, pencils, paper etc.	Trading
3	47 - Retail trade, except of motor vehicles and motorcycles	4772 - Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized stores	47722 - Retail sale of perfumery and cosmetic articles	Trading

DATE OF UDYAM  
REGISTRATION

26/02/2022

\* 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:- 25/01/2024

For any assistance, you may contact:

1. District Industries  
Centre:

PUNE ( MAHARASHTRA )

2. MSME-DFO:

MUMBAI ( MAHARASHTRA )



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२४३१०००३१८९१७४४८								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५८३९२७२४०३								
३.	आस्थापनेचे नाव	:	श्रीराम किराणा अँड जनरल स्टोर SHREERAM KIRANA AND GENERAL STORE								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"><tr><td>पुरुष</td><td>स्त्री</td><td>इतर</td><td>एकूण</td></tr><tr><td>२</td><td>०</td><td>०</td><td>२</td></tr></table>	पुरुष	स्त्री	इतर	एकूण	२	०	०	२
पुरुष	स्त्री	इतर	एकूण								
२	०	०	२								
५.	अ) मालकाचे नाव	:	रामराव बळीराम कुंजेटवाड RAMRAO BALIRAM KUNJETWAD								
	ब) आस्थापनेचा पत्ता	:	सेक्टर नं.७, इंद्रायणी नगर, नियर लक्ष्मी कॉम्प्लेक्स, भोसरी, , हवेली, पुणे, ४११०२६								
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	:	किराणा आणि जनरल स्टोर / KIRANA & GENERAL								
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 स्वयं साक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

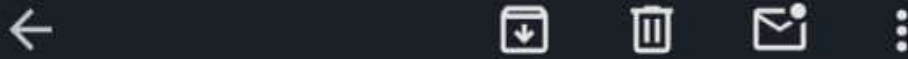
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०८-०६-२०२४

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Chinchwad, Address- Gulnur Building, Near Chinchwad Railway Station, (Maladhakka), Chinchwad, District-Pune.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०५८३९२७२४०३	२३.६०



From talentacquisition@cognizant.com  
 To poonammankar54@gmail.com  
 Date 29 Nov 2024, 1:18 pm  
 Standard encryption (TLS).  
[See security details](#)



Dear POONAM,

We are pleased to consider your profile for a position in Cognizant.

In order to proceed with your application, please upload your recent photo (not more than 3 months old with grey/white/blue background) and fill the Candidate Declaration Form-1 (CDF-1) by accessing the below link.

[Click Here](#)

Once you submit the form, our hiring team will review your application. Qualified applicants can expect to receive an email from the Cognizant Recruitment Team with next steps in the process.

Thank you,

**Cognizant Recruitment Team**

This is a system generated message. Please do not reply to this email.

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Reply





# Nexvitech India Pvt. Ltd.

Office : T Block, Plot No. 165/3/14, MIDC Chowk, Bhosari - 411026.  
Regd.Add : Flat No. 606, Royal I Park, Sai Nagar Colony No. 01,  
Wadm Pune, Charholi Bk, Pune - 412105.  
✉ nexvitech@gmail.com 🌐 www.nexvitech.in  
☎ 7888042423 / 7774049135

Ref.No.:

Date :

## Offer Letter

Ref: NEX/PUNE/031

Date: FEB 20<sup>th</sup> 2024

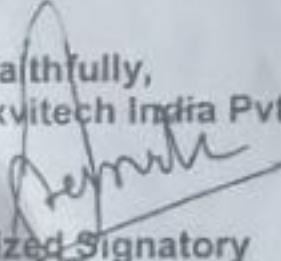
To,  
Ms. Bhakti Nandkumar Baraskar,  
At/Po: Phugewadi, Dapodi,  
Pune City, Maharashtra -411012.

Dear Ms. Bhakti,  
We are pleased to offer you the position of " Hr Assistant" at Nexvitech India Pvt Ltd effective from 26<sup>th</sup> FEB 2024 And your working timing from 9.30am to 18.30pm Friday to Wensday. Minimum working period should be 02 years. We feel confident that you will contribute your skills and experience towards the growth of our organization. The annual CTC salary of Rs.2,34,035/- Per annum the variable component of Rs. 2,34,035/-Per annum based on performance will be paid to you.


If you want to quit your job, you have to give a before 1 month notice period. Please confirm your choose to accept this letter, please sign, scan and email your letter to me at [nexvitech@gmail.com](mailto:nexvitech@gmail.com).

We look forward to welcoming you on board.

Yours faithfully,  
For Nexvitech India Pvt Ltd.

  
Authorized Signatory  
Mr.Sujit Lomate  
Director



  
Accept

Ms. Bhakti Nandkumar Baraskar.



**Apollo Specialty Hospitals Private Limited**  
(Formerly known as Nova Specialty Hospitals Private Limited)  
(CIN - U85100TG2009PTC099414)

15-Jan-2024

To,  
Abhishek Mahadev Nagtilak,  
ASH05546,  
Sr.No: 15, House No-167, Sukhsagar Nagar, Waghjal  
Nagar-2, Behind Padmavati General Store, Pune,  
Maharashtra, 411046.

**LETTER OF APPOINTMENT**

Dear Abhishek Mahadev Nagtilak

With reference to your application and subsequent offer which has been accepted by you, we are pleased to appoint you as "Executive - Front Office & Guest Relations" in Apollo Specialty Hospitals Private Limited. On the following terms and conditions.

**1. PLACE OF POSTING**

This appointment takes effect from your date of joining which as per records stands **15-Jan-2024**. Your posting shall be at **Swargate - Spectra**. During employment you may be posted or transferred to any location and/or department/division or any of the group companies, associates or affiliates existing or to be set up anywhere in India or abroad, with/without additional remuneration, on issuance of sufficient notice. You shall be governed by the policies, procedures and rules of the company during your employment period. The management reserves the right to amend such policies during this period and the same shall be notified to you accordingly.

**2. SALARY AND OTHER COMPONENTS**

**2.1 SALARY AND ALLOWANCES**

Your annual CTC shall be **302500/- (Rupees Three Lakhs Two Thousand Five Hundred Only)** which shall be inclusive of basic salary, allowances, retiral and other benefits as detailed in **Annexure-I** hereto. You shall be governed by the policies, procedures and rules of the company related to the salary, allowances, benefits and perquisites as detailed in this appointment letter. The company may at its sole discretion modify such allowances, benefits and perquisites from time to time in accordance with its policies.

**2.2 COMPENSATION PROGRESSION**

Increase in your compensation and future prospects in the company shall be governed by the policies, procedures and rules of the company and will entirely depend on your performance, hard work and regularity in attendance, sincerity, good conduct and such other relevant factors and the company's performance. Such increase in no case shall be automatic or a matter of right. You shall be eligible for increment and performance linked variable pay (if applicable), only on successful completion of your probation.

**2.3 BACKGROUND VERIFICATION:**

Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.

If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.



# Apollo Specialty Hospitals Private Limited

(Formerly known as Nova Specialty Hospitals Private Limited)

(CIN - U85100TG2009PTC099414)

## 3. PROBATION AND CONFIRMATION

You shall be on probation initially for a period of 6 (six) months with effect from the date of joining. Your performance during the probation period would be assessed as per the company policy. Unless explicitly given in writing about your probation extension your services will be deemed confirmed after completion of six months. During the probation period contract of employment can be terminated by either side by giving to the other 15 days' notice in writing or gross salary in lieu thereof. However, in the event of your resignation, the company in its Sole discretion shall have an option to accept the same and relieve you prior to completion of the stipulated notice period of months, without any pay in lieu of the notice period

## 4. DUTIES AND RESPONSIBILITIES

4.1 The company shall expect you to work with a high standard of initiative, efficiency & integrity. You shall perform, observe and confirm to such duties, directives and instructions assigned or communicated to you by the company and those in authority over you.

4.2 You shall devote your entire business hours/time to the work of the company and shall not undertake any direct/indirect business/work/consultant assignments, honorary or with remuneration except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.

4.3 Whether or not the confidential information has been designated as "confidential", the same shall be deemed to be confidential in nature. You shall not at any time now or in future either directly or indirectly, disclose, publish, or use the confidential information without ASH's prior written consent. You shall use high standard of care and discretion to avoid disclosure of the confidential information. Your obligation to keep such information in confidential even on termination of this employment for a period of 3 years from the date of such termination as the case may be.

4.4 You shall not enter into any commitments or dealings on behalf of the company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you.

4.5 You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company shall have right to assess on its own basis and recover the damages of all such materials from you and take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

## 5. Intellectual Property Rights

"Intellectual Property Rights" includes without limitation any patent, copyright, design right, trade mark, service mark, trade dress, trade name, goodwill, geographical indication, integrated circuit layout-design right, know-how, Confidential Information, trade secret, any application (whether pending, in process or issued) for any of the foregoing, any other industrial, intellectual property or protected right similar to the foregoing (whether registered, registrable or unregistered) in any country worldwide and in any form, media or technology now known as later to be developed.

5.1 You acknowledge and agree that during your employment with the Company, all processes, studies, flow charts, diagrams, devices, programs, reports and other data, writings, tape recordings, computer programs or any other works or materials, whether in paper, electronic or any other form, that are created, generated or developed by you (whether alone or with any other person, and whether or not they are created, generated or developed by you during or outside of office hours, and within the Company's premises or otherwise) or which has been furnished by the Company to you or which you have obtained as a result of your employment with the Company (hereinafter referred to collectively as the "Work Product"), shall remain the property of the Company.



# Apollo Specialty Hospitals Private Limited

(Formerly known as Nova Specialty Hospitals Private Limited)  
(CIN - U85100TG2009PTC099414)

- 5.2 All Intellectual Property Rights subsisting in or in relation to any Work Product created by you (whether alone or with any other person and whether or not it is created, generated or developed by you during or outside of office hours, and within the Company's premises or otherwise) during your employment with the Company shall belong to the Company exclusively upon creation, and you shall promptly record and disclose such Work Product to the Company, and at the request and expense of the Company do all things necessary or desirable to assign the rights to the Company in relation to such Work Product.
- 5.3 You shall not at any time do or cause to be done any act of thing that in any way impairs or which may tend to impair the Company's ownership, title and/or interest in the Intellectual Property Rights or Work Product. Upon termination of your employment in any manner provided herein, you shall cease to and desist from all use of the Intellectual Property Rights or Work Product.
- 5.4 You shall not do anything during the course of your employment that would in any way breach, violate or infringe any applicable laws, regulations, rules, directives, circulars, notices or directions relating to any/or governing the Intellectual Property Rights of any third parties. Without limitation to the foregoing, you shall not download any material that infringes any Intellectual Property Rights, or use any unauthorized or infringing copies of software in the course of performing your duties.
6. **TRAINING**  
You may be selected and sponsored by the company for familiarization or training assignments with our technical collaborators or any other institutions or organizations in India or abroad. You shall diligently and beneficially take part in the training and such assignments. This will be done based on the job requirement and in no case is a matter of right. The same shall be as per the policies, procedures and rules of the company.
7. **DISCIPLINE**
- 7.1 You will be covered by the policies, service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time.
- 7.2 You are strictly prohibited from smoking, chewing tobacco and drinking while On Duty and /or in Office Premises. Strict disciplinary action will be taken against you, if found indulging in such activities.
- 7.3 You shall be required to sign and abide by the rules and regulations which the company has at this level and shall undertake to sign such declarations that the policy may deemed from time to time. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. During this entire period of such suspension you will be paid a suspension allowance at the rate of 50% of the last drawn monthly salary (basic + allowances). The salary for the suspension period shall be paid to you only when you are found "not guilty" of any of the charges for which you were suspended and not otherwise.
- 7.4 In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
8. **RETIREMENT OR TERMINATION**
- 8.1 You shall automatically retire from the service of the company on attaining the superannuation age of 58 years.
- 8.2 If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.



**Apollo Specialty Hospitals Private Limited**  
(Formerly known as Nova Specialty Hospitals Private Limited)  
(CIN - U85100TG2009PTC099414)

8.3 Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

On satisfactory completion of the probation period and confirmation, this contract of employment can be terminated by either side by giving to the other 30 days' notice in writing or gross salary in lieu thereof. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of the stipulated notice period of months, without any pay in lieu of the notice period.

Please note that your terms of employment, including the remuneration, shall be treated in strict confidence.

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

Yours sincerely,  
For Apollo Specialty Hospitals Private Limited,

  
Devi Prasad Dash  
Chief Human Resources Officer

Signature of the Employee  
Date of Joining: 15-Jan-2024





Welcome to Quess!! Your Swagatam letter for our client Tata Motors Limited is here!!

2 messages

Sun, May 5, 2024 at 4:08 PM

Quess <no-reply@quesscorp.com>  
To: 0502sakshijadhav@gmail.com

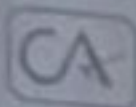


Welcome to Quess !!!

Dear Sakshi Rameshwar Jadhav Jadhav,

Congratulations !!! You are selected for the position of "Trainee" with our Client "Tata Motors Limited", Your Date of Joining is "04-May-2024" Your Offer ID is "GS8029806" and Your Registered Mobile Number is "9130128262". Please use this number in all future communications with Quess. Your Swagatam Letter is attached here with.

You need to download our POP App & submit the Documents.



## SALARY CERTIFICATE

This is to certify that Mr. Prathmesh Rangnath Kadam having permanent address as Flat No.1005, Alang Gad Society, Sector No. 12, PCNTDA, Bhosari, Pune-411026 is working with our esteem organization under the title of Junior Accountant since August 2023. We found this gentleman fully committed to his job and totally sincere toward this organization. His monthly salary in Rs. 5,000/- in hand.

We are issuing this letter on the specific request of our employee without accepting any liability on behalf of this letter or part of this letter on our organization.

Regards,

For K B B Associates

*Chartered Accountants*



CA Pradip B. Bhor

Partner

Date : 03/02/2024



Welcome to Quess!! Your Swagatam letter for our client Tata Motors Limited is here!!

1 message

Fri, May 3, 2024 at 11:49 PM

Quess <no-reply@quesscorp.com>  
To: rs5202226@gmail.com  
Cc: snehal.pandit@quesscorp.com



Welcome to Quess !!!

Dear Rani Mahesh Singh,

Congratulations !!! You are selected for the position of "Trainee" with our Client "Tata Motors Limited", Your Date of Joining is "04-May-2024" Your Offer ID is "GS8029842" and Your Registered Mobile Number is "8530761037".

Please use this number in all future communications with Quess. Your Swagatam Letter is attached here with.

You need to download our POP App & submit the Documents.



**Apollo Specialty Hospitals Private Limited**  
(Formerly known as Nova Specialty Hospitals Private Limited)  
(CIN - U85100TG2009PTC099414)

ANNEXURE - 1

Name	Abhishek Mahadev Nagtilak	
Designation	Executive - Front Office & Guest Relations	
Band Title	Executive	
Company	Apollo Specialty Hospitals Private Limited	
Cost Center	Swargate - Spectra	
Band	A1	
Total Cost to Company (per annum)		302500
<b>Fixed Components</b>	<b>Monthly</b>	<b>Yearly</b>
Basic Salary	12604	151250
House Rent Allowance	5042	60500
Special Allowance	5156	61875
<b>Total Fixed Salary (A)</b>	<b>22802</b>	<b>273625</b>
Provident Fund	1800	21600
ESIC	0	0
Gratuity	606	7275
<b>Total Statutory (B)</b>	<b>2406</b>	<b>28875</b>
<b>Total Cost to Company (A+B)</b>	<b>25208</b>	<b>302500</b>
**Employee can increase his / her PF contribution under the Voluntary PF option		
* Medical Insurance Coverage as per company policy		
* Mobile reimbursement & other reimbursements as per company policy		
* You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment in ASH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act. Period of absence without pay will not be included for arriving the period of service for Gratuity entitlement		

Yours sincerely,  
For Apollo Specialty Hospitals Private Limited,

*D.P.Dash*

Devi Prasad Dash  
Chief Human Resources Officer

Signature of the Employee  
Date of Joining: 15-Jan-2024



Genius Consultants Ltd.  
Office:  
104, Top Floor, Renaissance Business Centre, 14A,  
Wakdevi Road Comp. PUNE - 411001,  
MAHARASHTRA  
Ph: 920-6645 1156  
Email: enquiry@geniusconsultant.com  
Web: www.geniusconsultant.com

Date: 15 Jun 2023

KIRTI LIMJI PATIL

Emp ID: AEMP000837047074

Address:

Dear Mr./ Ms. KIRTI LIMJI PATIL,

With reference to your application and subsequent interview with us, the management is pleased in offering you a temporary contractual assignment **CASHIER**. Please note that the agreement terms contained in this letter are subject to Company policy.

### 1. JOINING:

- Your date of joining is effective from **15 Jun 2023**. This appointment letter is valid from the day of joining as mentioned. In case you do not join on the same date, your appointment letter would be treated as cancelled. That this contractual agreement will automatically come to an end with the closing hours on or before **14 Dec 2023**, unless renewed.
- That the company being engaged in the business of outsourcing services, you will be detailed and deputed at various Client Offices/premises to discharge your duties/services. Presently you would be deputed at **M/S. AVENUE SUPERMARTS LTD, PUNE** till further notice.
- That the company shall have absolute right and discretion to shift and / or transfer you from one Office / Premises/Location to another.
- That you will continue in the assignment subject to your medical fitness and Police Verification certificate.
- That your agreement will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your joining.

### 2. AMOUNT PAYABLE & OTHER BENEFITS:

- Your Salary Structure and Gross amount payable is mentioned in **Annexure-A** attached to this Letter of Appointment
- You will be entitled to benefits of PF as per Statutory Norms.
- Professional Tax will be deducted as per applicable PT Slab under State Rules.
- Income Tax will be deducted (if any) as per Income Tax Act, 1961
- Your salary would be transferred to your Bank A/C
- You can view your Pay-slips and other details from our site: [www.geniusconsultant.com](http://www.geniusconsultant.com)

### 3. RESPONSIBILITIES:

- You will be responsible for the services to be rendered to the Client and will discharge your duties diligently and faithfully.
- You shall at all times maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interest, credit and prestige of the Company.
- You shall not, at any time, work against the interest of the Management and do anything, which is unbecoming of an outsourced person.
- You shall hold yourself in readiness to perform any duties required of you by your superiors to the best of your ability.
- In case, it is found that there is a reasonable apprehension about your integrity and as such no confidence can be reposed on you, it will be open to the Management to discharge you from your duties with immediate effect.



Genius Consultants Ltd.

Office:

504, Top Floor, Renaissance Business Centre, 14/A,

Wellesley Road Camp, PUNE - 411001,

MAHARASHTRA

Ph: 920 6649 1156

Email: enquiry@geniusconsultant.com

Web: www.geniusconsultant.com

#### 4. CONFLICTS OF INTEREST:

- You shall not directly or indirectly engage yourself in any other profession, studies or business or enter the services of or be employed for any part of your time by any other person whatsoever without the written permission of the management. You shall hold yourself in readiness to perform any duties required of you by your superiors to the best of your ability.
- That no right, much less a legal right, shall vest in you to claim employment or otherwise seek absorption in the establishment where you are deputed to provide services by the company nor shall you have the right whatsoever to claim the benefit and / or emoluments that may be permissible or paid to the employees of the said Client.

#### 5. CONFIDENTIALITY:

In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the Company.

#### 6. NON-DISCLOSURE AGREEMENT:

- You will not make copies of any Confidential Information or part, nor you will not disclose any Confidential Information or any part without the written consent of Genius Consultants Ltd. in writing.
- You will return Confidential Information and any copies thereof to Genius Consultants Ltd at the time of termination of your contractual employment.
- Notwithstanding the foregoing, you may disclose Confidential Information to the extent that such disclosure is required by law or court order, provided, however, that you obtain prior written permission for such disclosure from Genius Consultants Ltd. and take reasonable precautions in obtaining an order protecting the Confidential Information from public disclosure.
- Any breach of this Agreement may cause Genius Consultants Ltd. substantial, irreparable and irrevocable damage and therefore, in the event of such breach, Genius Consultants Ltd. shall be entitled to specific performance and other injunctive relief, in addition to such other remedies as may be afforded by applicable law.

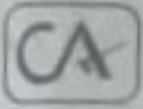
Any violation of these norms of behaviors shall constitute a misconduct for which the Management shall be competent to take disciplinary action against you. The disciplinary proceedings will be taken against you as per Disciplinary Rules and Law in this behalf.

#### 7. UNDERTAKING

That you shall be liable to refund any unsolicited excess amount which may be transferred or credited to your account for any reason (including but not limited to any error or omission, mistake or negligence); in excess of your compensation as mentioned hereunder. The additional/ excess amount, as may be wrongly transferred to your account, shall be refunded back to transferee's source account within 24 hours failing which the amount shall be deducted from your future compensation, full & final amount without any further reference. Furthermore, legal proceedings may be instituted against you.

#### 8. INDEMNITY:

That you shall indemnify, defend and hold harmless the Company and its Officers, Directors, Clients and Agents from and against any and all losses, liabilities, claims, obligations, costs, expenses, arising before and after completion of services, which result from, arise in connection with or are related in any way to claims by third parties arising out of or in connection with your activities during the tenure of services with the Company.



Date:- 11<sup>th</sup> Aug 2023

To,

The Principal of,

Rajmata Jijau Shikshan

Prasarak Mandal

**Sub:-** Regular Attendance will be not able to attend because of Job.

Respected Sir/Madam,

I **Pranita Ravindra Mohite** student of your college studying in F.Y B.Com Of Commerce .I will not able to attend the regular college because of doing job in a CA Firm, So its my request to you please help me in getting the regular Updates of all the assignment on time who can guide me proper . I will complete my assignment on time to time and will submit to the respective teachers of all subject within the due date. Its my humble request that you will help me in all the quarries and help me.

Your Sincerely

( Pranita Mohite)





Genius Consultants Ltd.  
Office:  
504, Top Floor, Renaissance Business Centre, 14A,  
Wardley Road Comp. PUNE - 411001,  
MAHARASHTRA  
Ph. 920-6640 1706  
Email: info@geniusconsultants.com  
Web: www.geniusconsultants.com

ANNEXURE A		
AVENUE SUPERMARTS LTD		
Name	KIRTI LIMJI PATIL	
Date Of Joining	15 Jun 2023	
Department	OPERATION	
Designation	CASHIER	
Location	PUNE	
PARTICULARS	MONTHLY	YEARLY
BASIC	14310	171720
HRA	716	8592
GROSS SALARY	15026	180312
PF(Employee Cont.:12%)	1717	20604
ESI(Employee Cont.:.75%)	113	1356
PT	0	0
LWF(Employee Cont.)	0.00	0
TOTAL DEDUCTIONS	1830	21960
NET TAKE HOME SALARY	13196	158352
Other Benefits		
PF(Employer Cont.:13%)	1860	22320
ESI(Employer Cont.:3.25%)	489	5868
LWF(Employer Cont.)	0.00	0
TOTAL CTC	17375	208500

\*\*Labour welfare fund / Professional tax / Income tax: Deductions if any will be applicable as per the statute.

For GENIUS CONSULTANTS LTD.



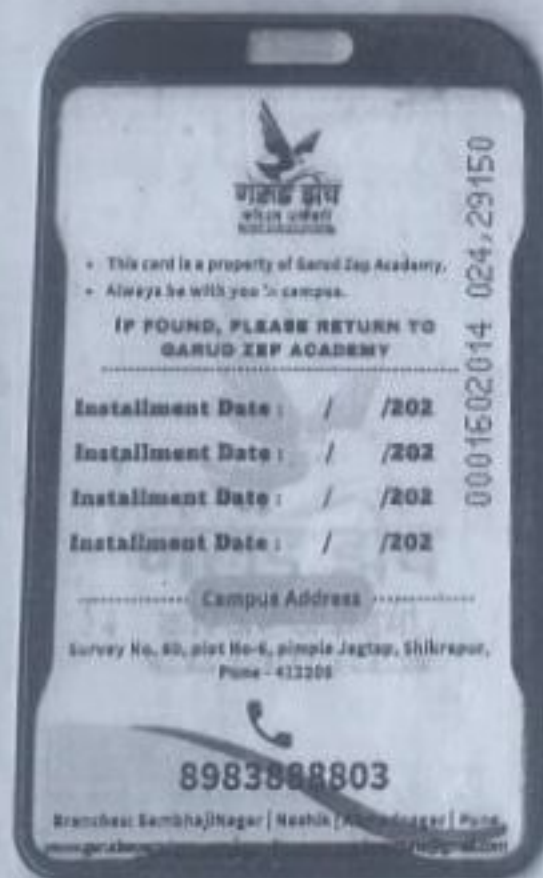
#### AUTHORIZED SIGNATORY

I have understood the terms and conditions of this agreement and the implications thereof. I hereby accept the aforesaid terms and conditions and agree to abide by the same.

Name : KIRTI LIMJI PATIL  
Date & Time : 05 Oct 2023  
Place : PUNE

Signature :





204, Business Park, 555,  
Nandgaon Park, Pune - 411030  
Phone: 020-24456337 Fax: 020-24453984  
Mob: 9422016729  
Email: vaishnavi@mahalaxmi.com



**mahalaxmi  
enterprises**

Date : 04-08-2023

Subject: Offer Letter

Dear Vaishnavi Mame

With Reference To the discussion taken place with you, we are pleased to offer you the position of "Admin" and invite you to join the **Mahalaxmi Enterprises**. From **04 August 2023**.

The company looks for a long-term association with all its employees and expects the same from you. Again Congratulations and welcome to the **Mahalaxmi Enterprises** family!

Thanking You,

Mahalaxmi Enterprises



# पवना औद्योगिक नागरी सहकारी पतसंस्था मर्यादित

पतसंस्था मर्यादित, पतसंस्था मर्यादित, पुणे - ४११०३९, पुणे - ४११०३९.  
पतसंस्था मर्यादित : ०२०६ / २००६ / २३ / ११११ / ०२०६ / २००६ / २००६ / २००६  
Email : pawanaisahakari@pawanaisahakari.com

संख्या : ०२

## LETTER OF APPOINTMENT

दिनांक १८ / ०१ / २०२४

To,

Divye prakash Mane  
Bhosari  
Pune.411039

Dear Divye ,

We are pleased to inform you that you have been appointed as a Junior Accountant  
in our patsantha .

Your Date of joining is 2 November 2023 and you are requested to report at 9.00 Am at  
The below mentioned patsantha address.

Consolidated Salary, Rs.10,000/- per Month.

Please acknowledge this letter with signature on duplicate copy

We welcome you to our patsants and wish you a good luck.

Date : 02 November 2023

Place.Pune



Authorized Signatory

Date - 20/08/2023

## APPOINTMENT LETTER

Private & Confidential

Dear Mr. Nikhil kharat,

This is with reference to your application for employment dated 20/08/2023 and subsequent interviews with us. We are pleased to appoint you as 'accountant' w.e.f. 01/09/2023.

Employment Conditions and Code of Conduct are as following:

### 1. EMOLUMENTS AND BENEFITS

- 1.1. Your total Cost to the Company is **Rs. 12,500/- per month**. The details of the same are attached in **Annexure I** of this appointment letter and subject to the terms and conditions mentioned herein.
- 1.2. You will be eligible for benefits viz. bonus, as per the rules laid down by the Company.
- 1.3. Your personal tax liability, if any, shall be borne by you.
- 1.4. Company shall provide Medclaim policy Amount subject to employee should provide Receipt of Insurance Medical Policy (Rs. 500/- Monthly Max Allow)

### 2. PROBATION, CONFIRMATION AND TERMINATION OF EMPLOYMENT

- 2.1. You will be on probation for a period of **Six (6) months** from the date of your appointment.
- 2.2. On completion of your Probation period your services shall be confirmed by a '**Confirmation Letter**'. Until the Company gives you a written Confirmation letter you will be deemed to be on Probation.



Genius Consultants Ltd.

Office:

104, Top Floor, Renaissance Business Centre, 14/A,

Walesley Road Comp. PLZE - 411001,

MARATHI

Ph. 020-6640 1106

Email: [inquiry@geniusconsultants.com](mailto:inquiry@geniusconsultants.com)

Web: [www.geniusconsultants.com](http://www.geniusconsultants.com)

#### 9. NOTICE PERIOD:

This contractual agreement is terminable, by either party giving 30 (Thirty) days written notice during the outsourced period. The Management reserves the right to pay or recover compensation in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

This contractual agreement is terminable with immediate effect in case of commission of misconduct and/or negligence while in service.

#### 10. LEAVE POLICY:

You will be entitled with the Leave as per the shop & establishment act based on posting state.

#### 11. GENERAL:

- We trust that you have not provided us with any false declaration or willfully suppressed any material information. In case it comes to the notice of the management that the particulars given by you in your application were wrong or concealed, your term shall be rendered void ab-inito and will, therefore be deemed cancelled automatically. In such a contingency you shall be liable to be discharged from services forthwith.
- All letters or document given to you towards offering contracted temporary assignment by us in past, if any, stands cancelled with the effect of this correspondence.
- That you will inform the management about your correct residential address as well as your permanent address. In the event of you not informing the management about the change in your address, any communication sent to you at the address available with the company shall be deemed to have been served on you.
- That while in service, of the company you will also be governed by the terms of service, conditions and code of conduct, which exist and are enforced from time to time. You will be liable to strict disciplinary action in case of commission of misconduct and/or negligence while in service.
- It may clearly be understood that this understanding of compensation and temporary contractual assignment with you will automatically be delayed or become null and void or delayed in case of the services / compensation rendered being terminated/ delayed by the client of Genius Consultants Ltd. due to unforeseen/business reasons, since Genius Consultants Ltd. is in the business of outsourcing.
- You shall further agree to abide by any other terms, conditions and policies declared by the company from time to time.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon, signifying your acceptance thereof.

We sincerely hope that your close collaboration with our organization will be beneficial to both of us.

For GENIUS CONSULTANTS LTD.



AUTHORIZED SIGNATORY



# K.B.VISPUTE & COMPANY.

( Tax Consultant )

Add: Sr.No.16 , Grace Villa, Flat No 2, Gulve Vasti , Bhosari, Pune - 411026.

Email Id : kbvispute78@gmail.com

Mobile No : 9822306550

Date:- 07/08/2023

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. **Aarti Iranna Ganje (Bhosari)** is an employee with us in **K.B.VISPUTE & COMPANY** as an Accountant from **06<sup>th</sup> May 2023** and will continue further for duration 10.00 am to 06.00 pm. During this tenure of service with us we found her hard working , sincere and honest in her duty which makes her valuabale employee for us.

This certificate is issued on her own request for her better prospects .

Sincerely,

For K.B.Vispute & Company  
( Tax Consultant )



For K.B. Vispute & Co.  
(Tax Consultant)

*K. Vispute*  
Proprietor

Proprietor

(Mr. Kalpeshkumar Vispute)

- 2.3. Your services can be terminated without notice at no additional cost to the Company, if it is found that the particulars furnished in your application and at the time of the interview were incorrect, it is the opinion that you are guilty of negligence or omission of your responsibilities in the matters concerning the Company business.

### 3. DEPUTATION/TRANSFER

During your employment, you may be transferred from one place to another and/or from one department to another and/or from one unit to another, either existing or to be set up in the future or sister organization anywhere in India or abroad purely at the discretion of the management.

### 4. MEDICAL EXAMINATION

This appointment and its continuance will be subject to your being found medically fit and remaining so during the employment. At the time of appointment you will be required to appear before a registered medical practitioner with a minimum MBBS degree, whose findings shall be final and binding on you. You will submit the Medical Certificate of the findings to the HR of the Company. The company reserves the right of medically examine any employee at any time.

### 5. LEAVE AND ABANDONMENT

You will be entitled for leave as per Company Leave policy, as may be revised from time to time. However you are not authorized to remain absent for **more than 3 days** without information and permission thereof. Any such absenteeism will be deemed as Abandonment and will be seen as a breach of this Appointment letter. Notwithstanding this, such abandonment will not be construed as severance of employment; however, if such period of absenteeism continues **beyond 7 (seven) days**, the Company may terminate you and you will not be entitled to any Company benefits under Company policy during the period.

## 6. CONFIDENTIALITY

- 6.1. To protect the Confidential Information that will be disclosed during employment, you agree as follows:
- a. You will hold the Confidential Information received from Company in strict confidence and will exercise a reasonable degree of care to prevent disclosure to others.
  - b. You will not disclose or divulge either directly or indirectly the Confidential Information to others unless first authorized to do so in writing by Company management.
  - c. You will not reproduce the Confidential Information nor use this information commercially or for any purpose other than the performance of his/her duties for the Company.
  - d. You will, upon request or upon termination of your relationship with Company, deliver to Company any drawings, notes, documents, equipment, and materials received from Company or originating from employment with Company.
  - e. Company will have the sole right to determine the treatment of all inventions, writings, ideas and discoveries received from you during the period of employment with Company, including the right to keep the same as a trade secret, to use and disclose the same without prior patent applications, to file copyright registrations in its own name, or to follow any other procedure as Company may deem appropriate.
  - f. Company reserves the right to take disciplinary action, up to and including termination, for violations of this agreement in addition to pursuing civil or criminal penalties.
  - g. The provisions of this clause shall survive the abandonment or termination of your employment.



## **7. NON-COMPETE AND NON SOLICITATION**

During the term of the employment, you will not, directly or indirectly (whether for compensation or otherwise), alone or in concert with others, own, manage, operate, join, control, or participate in the ownership, management, operation, or control of, or furnish any capital to, or be connected in any manner with (whether alone or as a partner, officer, director, employee, agent or shareholder), or provide any advice or services as a consultant for, any business which competes with the Company's business or that of any subsidiary, partnership, corporation, joint venture, or other similar entity of which the Company is a shareholder, partner, or member as such business may be conducted from time to time.

## **8. RETIREMENT**

You will retire automatically from the employment of the Company on attaining the age of 55 years. An extension may be granted, purely at the discretion of the management, on the terms and conditions decided by the company. You will stand retired automatically without any notice on completion of the extended period.

## **9. RESIGNATION AND TERMINATION**

### **9.1. Resignation by the Employee**

You may at any time, for any reason whatsoever, terminate the employment with the Company by providing the Company with at least **Ninety (90) days'** prior written notice, applicable as per your grade. You shall only be entitled to receive any and all earned but unpaid Base Salary up to the date of termination.

### **9.2. Termination by Company**

The Company shall have the right to terminate the services without assigning any reason, with **Thirty (30) days'** prior written notice or immediately upon payment of salary in lieu of the notice period. The Company shall however have the right to relinquish any of the conditions on its sole discretion.

9.3. Notwithstanding anything contained herein or in any other document of correspondence between the parties, in the event that the Company has reasonable grounds to believe that you are guilty of dishonesty, negligence, indiscipline, or involved in criminal cases/activities, or of any conduct considered by us as detrimental to interests of the Company or of violation of one or more terms of your employment( collectively known as 'misconduct') , it would amount to breach of this appointment and you will be liable for disciplinary action including termination of your employment with the Company, without notice.

#### **10. RETURN OF PROPERTY**

You will be responsible for safekeeping and handling all property belonging to the Company or its affiliates (including, but not limited to, any Company-provided laptops, computers, cell phones, wireless electronic mail devices or other equipment, or documents and property belonging to the Company). In case of termination of employment with the Company for any reason (or at any time prior thereto at the Company's request), you shall return all the Company belongings in good condition. The Company shall have the right to deduct the value of such goods from the dues/salary or take any action it deems reasonably fit in case of failure to account for such property to the Company's satisfaction.

#### **11. MISCELLANEOUS**

You will not, without the Company's prior written permission carry on any work for remuneration during your spare time.

You will be governed & will abide by the Model Standing Orders & Company's rules & regulations applicable to you, which are in force for the time being or that may be framed from time to time.

You shall carry out all other lawful orders / instructions / directions of your superiors as are given to you in connection with the day to day discharge of your duties while in employment.

# DHAND & ASSOCIATES

FLAT NO - 2, BUILDING NO - 23  
SHEETAL BAUG HOUSING COMPLEX,  
BHOSARI, PUNE - 411039

## Appointment Letter

20<sup>th</sup> January 2024

**Dear Manasi Kulkarni**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Audit Executive in our organization on the following terms and conditions.

**Date of Joining:** You have joined us on 12<sup>th</sup> December 2023.

**Stipend:** Your Monthly stipend will be Rs. 4000 Per Month. Stipend will be paid between 15<sup>th</sup> to 20<sup>th</sup> of the next month.

**Place/Transfer:** Your present place of work will be at Pune, but during the course of the service, you shall be liable to travel for Official work in Pune/Outstation at the sole discretion of the Management.

**Probation/Confirmation:** You will be on a Probation period for the Three months. During this period no leave will be allowed. Based on your performance your services will be confirmed with the company in written after three months.

During the probation period your services can be terminated with seven days notice without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month notice on either side.

If the employee quits without informing and giving a notice of one month the stipend for the period in which he was in service shall not be paid. If the employee leaves the company before a period of one year, no experience letter will be issued.

Absence for a continuous period of Three days without prior approval of your superior, would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

**Leave:** You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You will be entitled to 18 days leaves in a calendar year i.e 1.5 days leave per month. Salary for leave taken will be deducted and will be paid at the completion of twelve months.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will submit a coloured passport size photograph along with your current and permanent address proof.



*Manasi Kulkarni*

*Trax*

I'm a  
bigbasketeer  
Are you?



Salman Kureshi  
Employee Code: 19C22394



A TATA Enterprise



Annexure A

### Compensation Details

Please note:

All payments made by IRCPL under this agreement are subject to tax deduction at source in accordance with applicable laws. Provident fund and gratuity payments shall be provided for in accordance with IRCPL policy.

All employees will be eligible for performance linked Incentive payment as per the guidelines of the company

BBTA (bigbasket Training Allowance) will be paid only to the employees who successfully complete the New Hire training and are in the rolls of the company without serving notice period for 3 months from the date of joining.

#### Monthly CTC Breakup

Basic+DA: 13,300	HRA: 665
Statutory Bonus: 1,108	Special Allowance: 0
Employer's PF: 1596	Employer's ESIC: 490
Employee PF: 1596	Employee ESIC: 114
Fixed Gross: 15,073	
Net Pay (take home): 13,163	Total CTC: 17,159

For Innovative Retail Concepts Pvt. Ltd.



Authorized signatory

Innovative Retail Concepts Pvt Ltd

REGIONAL OFFICE :: C/o United Metachem Ltd. Sr. No 72/76 BFC Road, Near Bharat Forge Ltd, Mundhwa Industrial Area, Pune - 411036.

CIN U74130KA2010PTC0521 www.bigbasket.com



**MKCL**

Creating a Knowledge LR World  
www.mkcl.org

# MAHARASHTRA KNOWLEDGE CORPORATION LIMITED

CIN: U80702 PN2001 PLC135348

ISO 9001:2015 Certified

Date: October 1, 2023

Ref.: P-MKCL:Internship:2023-24:104

Ms. Gayatri Premchand Yadav

**Sub.: Offer of Internship at MKCL's Authorized Learning Center (ALC).**

Dear Gayatri Premchand Yadav,

This refers to your application for the Internship for 3 Month's months at the location provided by Maharashtra Knowledge Corporation Limited (MKCL).

We are pleased to inform you that MKCL has decided to offer you Internship from October 1, 2023 to December 31, 2023 with effect from October 1, 2023. Your workplace shall be at MKCL's Authorized Learning Center (ALC Code - 27210165) and Internship days will be Monday to Saturday. Sunday will be a weekly holiday.

As this internship is intended to give you practical learning experience and exposure, no stipend will be paid during this duration. It may be noted that the requisite computing infrastructure will be provided by concerned ALC. Your Internship shall be governed by the various policies, rules, and regulations of MKCL as may be applicable from time to time.

The Internship may be terminated by either party giving the other, 7 days' notice in writing or may be terminated as agreed mutually.

After successful completion of Internship, you will receive an Internship Experience letter from MKCL. You shall receive practical exposure to the areas of work as allocated by the respective ALC. MKCL shall provide access to its Soft Skills course which can be accessed on your Smartphone.

Kindly acknowledge receipt of this communication and convey your acceptance of this Internship Offer by signing on one copy of this letter.

Wishing you All the Best!

Sincerely Yours,

Name : Atul Patodi  
Designation : Sr.General Manager  
(Authorized Signatory)

c. HRD (hrd@mkcl.org)

**LETTER OF APPOINTMENT**

To,  
Preeti Prakash Mane  
Bhosari  
Pune 411039

Dear Preeti,  
We are pleased to inform you that you have been appointed as a 'Junior Accountant  
in our Company.

Your Date of joining is 25 June 2023 and you are requested to report at 9.00 AM at  
the below mentioned company address.

Consolidated Salary: Rs 15,000/- Per Month.

Please acknowledge this letter with signature on duplicate copy

We welcome you to our company and wish you a good luck!

Date: 21 June 2023

For KAIVALYA ENGINEERING WORKS

Authorized Signatory   
Proprietor

Place: Pune



## APPOINTMENT LETTER

To,

Mrs. Sakshi Sunil Dighe

+ 9307610600

With reference to your application and application and the subsequent interview had with us in regard to employment in our organization, we are pleased to offer employment on the terms and conditions specified below :

You are designated as **Accountant Employee** , Your joining date is confirmed at 10 June 2024 as per the following terms and conditions.

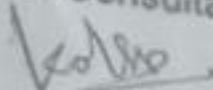
After your have given the notices towards termination of your services, you will have to be present at work until your relieving date and no absence will be permitted.

your sincerely,

For **S. M. KALJE TAX CONSULTANT**

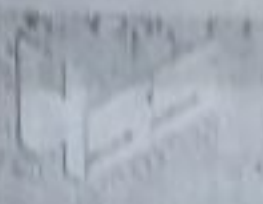


As per information & Documents Produced to me  
**M/s. S. M. Kalje & Company**  
**Tax Consultant**

  
**Proprietor**



**HYDRAULIC**



**HARIHAR**

**SALES & SERVICE**

**PNEUMATIC**



G-RING NUT



OIL SEAL



GROMMET



GROMMET STRIP



HYD. CYLINDER



PISTON & ROD



POWER PACK



ROTARY SEAL

DATE : 01<sup>ST</sup> JAN 2024

NAME: DIVYA MANE

ADD.: PLOT NO 114/1 AND 114/2, SHOP NO 13, JAYDEEP BUSINESS CENTER,  
INDRAYNINAGAR MIDC BHOSARI PUNE 411026.

**Subject: Appointment for post of [ACCOUNTS]**

We are pleased to offer you, the position of accountant with Harihar sales on the following terms and conditions:

Timing : 9 am to 6 pm

Basic Salary : 10,000 rs



For HARIHAR SALES AND SERVICE

*(Signature)*  
01/01/2024





## Genius Consultants Ltd.

### Office :

Unit No. - 507 & 508  
9th Floor, Elegance Tower,  
Jasola District Centre,  
New Delhi, PIN - 110025  
CIN No. U74140WB1993PLC059586  
E-mail: enquiry@geniusconsultant.com  
Web: www.geniusconsultant.com

Ajay Nivrutti Damse  
PUNE, Maharashtra  
EMP CODE: - GCL3CF53548281034

Dear, Ajay Nivrutti Damse,

### Subject: Offer Letter

With reference to your application and subsequent interview with us, we are pleased to offer you the temporary contractual assignment for specific term. We are pleased to inform you that you will be detailed and deputed in SBI CARDS AND PAYMENT SERVICES UMIED premises at PUNE as "Branch Relationship Executive".

Remuneration offered to you for the aforesaid position has already been discussed and agreed upon between us. The appointment is on the terms as mutually agreed between us during the course of discussion. Formal Appointment Letter with Terms & Conditions will be handed over to you on your joining and completing the joining formalities. You are advised to join on 8/1/2024. Your take home salary will be Rs.14500/-Month.

*If in spite of receiving the offer letter, you failed/neglected/refused to report to your duty on the date, place mentioned hereinabove, this offer letter shall stand invalid. Your contractual period will be for one year from your Date of joining and before leaving the organization you have to serve 7 Days' notice period.*

*Note: - "You will undergo a 3-5 days training and will be deputed only after successful completion of your trainings and certifications. If you fail your training, you will be released from this employment and no payments shall be made to you for training period"*

You need to submit the following documents at the time of joining:

1. Updated Bio-Data
2. Educational Testimonials
3. ID Proof/ Residence Proof
4. Prior Professional Docs ( If Any)
5. Resignation Letters
6. 4 Copies of Passport Size Photo
7. 2 Copies Postcard Size Photo

Wish you success in your assignment and career in our organization,  
Thanking you.

For GENIUS CONSULTANTS LTD.



MANISH KUMAR - President & Business Head - North & West

RECEIVED & ACCEPTED

# TANISHKA AGENCY

SR.NO 214, BALAJI NIVAS DIGHI ROAD, PIMPRI CHINCHWAD PUNE, MAHARASHTRA

MDSHI-411039 STATE CODE-MAHARASHTRA

M:9782876787, 9561797777

GSTIN NO: TONVPG3318C1ZZ

## LATTER OF APPOINTMENT

DATE 16/10/2023

TO,

MANSI VIJAY GODSE,  
BHOSARI,  
PUNE411039

DEAR MANSI,

We are pleased to inform you that you have been appointed as a junior accountant in our agency.

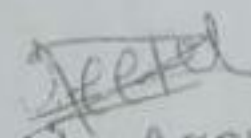
Your date of joining is 17 October 2023 and you are requested to report at 10.00 AM at the below mention agency address.

Consolidated salary RS. 8000 /- per month.

Please acknowledge this latter with signature on duplicate copy  
We welcome you to our agency and wish you a good luck.

Date : 17 October 2023

Place : pune

  
Tanishka Agency  
610000000011657  
8888668787

Authorize signature

Date: 08 Apr 2024

Mr Vyshali  
DO JAHIND PATIL MADKI GULBARGA KARNATAKA

585316MADKImadkiGulbargaKarnataka 411015

Employee No: 3307078

Dear Mr Vyshali

### Engagement Letter - Trainee

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 08 Apr 2024 and expire on 08 Apr 2025 subject to the following terms and conditions:

1. Your training engagement shall conclude on the 08 Apr 2025 or it can be terminated earlier with a notice period of 15 days or compensation in lieu thereof.
2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.
3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.
4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.
5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.
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. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, 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 without notice.
10. The nature of your relationship with TeamLease will be that of contract of service from 08 Apr 2024 and expire on 08 Apr 2025. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
11. In the event of discrepancies in your educational documents or negative background verification, company shall have the right to immediately terminate your services without any notice period.
12. This Offer Letter is subject to your completion of training and successfully clearing the post training assessment. In the event you do not complete the training or fail the assessment, this Offer Letter shall stand null and void.
13. You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated

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### Salary Annexure

Employee No: 3307078

Particulars	Amount
ESIC - Employer	580
Stipend	17834
Total Amount	18414
Amount In Words (Rs)	Eighteen Thousand Four Hundred Fourteen Rupees

### Net Pay Annexure

EARNINGS	Amount
Stipend	17834
<b>Gross Earnings</b>	<b>17834</b>
DEDUCTIONS *	Amount
Employee ESI	134
Professional Tax	200
<b>Total Deduction</b>	<b>334</b>
<b>Net Salary</b>	<b>17500</b>

\* 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://tconnect.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.

Ref: 60936626

Date :26.02.2024

Dear Mr / Ms : Akash Bangari  
Store- TMNO ,Maharashtra

**Conversion from Part Time to Full Time Employment**

This is with reference to your application for working as a Full Time Employee. We are pleased to offer you an appointment as Associate Trainee in the employment of the company on Full time basis. You will join us on or before 01.03.2024.

As you are aware that Strategic Manpower Solutions Limited is involved in the business of providing services to their clients through outsourced human resource services and accordingly you are assigned to our client to work as Associate Trainee and shall perform duties that are assigned to you by our client from time to time. You shall work out of the Clients' premises and the same shall be intimated to you from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of Rs 165,516.00 /- per annum ( ONE LAKH SIXTY FIVE THOUSAND FIVE HUNDRED SIXTEEN Rupees only) as mentioned in Annexure - I. This will be disbursed as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules.

Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client.

At your joining, the terms and conditions in this letter shall form your appointment letter and terms of appointment as mentioned in Annexure III. This date shall be your date of appointment in the company.

Please sign and return a copy of this letter as a token of your acceptance of the "Terms & Conditions of Employment" attached herewith and return it to HR within ten days from the date of issue.



Mr. Akash Bangari

60936626



Rel Pro & Prop ManSer Ltd

EC NO : 60936626

DOB : 14/02/2005

DOJ : 12/10/2023

Height : 167

ID Mark : .

Blood Group : O +

A.R. Bangari

Signature of the Card Holder

**Annexure - I**

Name: Mr./Ms Akash Bangari	
Grade:KT	
Designation:Part Timer Trainee	
<b>Monthly Payments</b>	<b>Rs.</b>
Basic	8,276.00
House Rental Allowance	5,517.00
Conveyance Allowance	5,517.00
<b>Gross Per Month (A)</b>	<b>13,793.00</b>
Provident Fund	As Per Act
ESIC	As Per Act
Annual Bonus	As Per Act
<b>Gross Per Annum (A * 12)</b>	<b>165,516.00</b>

All the above emoluments should be reduced to the extent of absence without leave or leave without pay.

It is further clarified that HRA, Conveyance and Personal Allowance shall not be reckoned for the purpose of contribution to the Provident Fund.

**Annexure - II**  
**List of Documents**

- Copy of Resume
- Copy of Educational Certificate starting from SSC
- Medical Certificate from Doctor not less than MBBS
- 4 Grey background passport size photographs
- 2 family photographs post card size
- Copy of Id proof (Passport / License / Election Card / PAN Card)
- Copy of Address Proof



17. You shall engage yourself exclusively in the work assigned by the client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the client / company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the client / company. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.
18. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.
19. You will not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.
20. You may be selected and sponsored by the Company / or Client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
21. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
22. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. In the event of the loss of any property of the company or client in your possession, the company shall have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

# SHREE SAI KRUPA ENGINEERING

Sr.no.164/1, Alankapuram Road Wadamukhawadi Charoli Pune-412105

(All types of sheet metal & Fabrication works, control panel, fencing, tool room works etc.)

Mob -9766806511, 9028951888 & 8356073056

Ms. Somnath Singh

10-04-2024

Indrayani Nagar, Sector No-02

Rajwada No-20/04, Indrayani Nagar Road,

Bhosari Pune Maharashtra-411026

## SUB: OFFER LETTER FOR THE POSITION OF ACCOUNTANT

With reference to your interview dated 10.04.2024, we are pleased to inform you that you have been selected for the position of Accountant – In **Shree Sai Krupa Engineering** Your joining date will be on 14th April 2024. Following are the terms and conditions:

1. Your salary will be INR 18000/ month
2. Your Timing will be 09:30AM to 07:00PM

Place : Signature of Authorized Signatory

Date :10/04/2024

Name :LAXUMAN D.KANDGULE

Designation :PROPRIETOR

Seal :



# VITS VIBHA INDIA TOOLING SOLUTIONS

B-35, 1st Floor, Pawna Industrial Complex,  
T-204, MIDC, Bhosari, Pune- 411026  
Telefax : 66116889,30639891  
E-mail : bhosari@vibhatooling.com,  
Website : www.vibhatooling.com

15-20, 1st Floor, Vardhaman Garden,  
83, Katraj, Pune- 411048  
Tel : (020) 24363558/24376247/24370026  
Email : pune@vibhatooling.com

Dear Kajal Vasant Nalawade,

We are delighted to officially appoint you as an Accountant at Vibha India Tooling Solutions, and we are confident that you will contribute significantly to our financial management.

#### Appointment Details:

- Job Title: Accountant
- Start Date: 11 Dec 2023

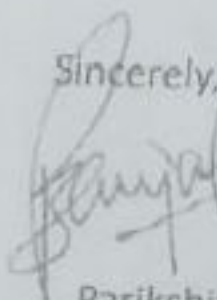
#### Job Responsibilities:

- List of Accountant Responsibilities

Please report to the Vibha India Tooling Solutions, Gala No 113 1<sup>st</sup> Floor, Morya Industrial Complex T-201/1 M.I.D.C Bhosari Pune - 411026 on 11 Dec 2023 at 09:30 AM. This appointment is subject to the terms and conditions outlined in the company's policies, which will be provided to you for your reference upon joining.

We look forward to your valuable contributions to maintaining our financial health.

Sincerely,



Parikshit Sadashiv Banjan

Authorised Name & Signature

**VIBHA INDIA TOOLING SOLUTION**

SHOP NO.115 MORYA COMPLEX

T-201/1 MIDC BHOSARI

PUNE-411026

Contact : 8237029806,9423580717

**Pay Slip**

for January-2024

**KAJAL VASANT NALAWADE**

Employee Number	:		Tax Regime	:	Regular Tax Regime
Function	:		Income Tax Number (PAN):	:	CTPPN4105B
Designation	:	ACCOUNTANT	Universal Account Number (UAN):	:	
Location	:	BHOSARI	PF account number	:	
Bank Details	:		ESI Number	:	
Date of joining	:	11-Dec-23	PR Account Number (PRAN):	:	

Attendance Details	Value		
PRESENT DAYS	30 Days		
Earnings	Amount	Deductions	Amount
BASIC SALARY	12,580.00		
Total Earnings	12,580.00	Total Deductions	
		Net Amount	₹ 12,580.00

Amount (in words):  
INR Twelve Thousand Five Hundred Eighty Only

for VIBHA INDIA TOOLING SOLUTION

Authorised Signatory





23. All proprietary information / material of the client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the client or by us are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the client or company, as the case may be.

24. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

25. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

26. In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

27. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

I have read and / or have been explained the contents of the above contract of employment in \_\_\_\_\_ (Language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically.

Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

TERMS & CONDITIONS OF EMPLOYMENT

1. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to 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 and your employment will come to end on the day you are found medically unfit by the Medical Officer.

2. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

3. The address as indicated in your application for appointment shall deem to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You will immediately notify change of address, if any.

4. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

5. During your tenure with the company and based on your job profile, you might be granted access to various IT applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the client company as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the client's establishment of your posting.

Your date of appointment in the regular employment of the company as per this letter shall be reckoned for the purposes of eligibility and payment of gratuity under Payment of Gratuity Act, 1972.

You shall be entitled to leave and other benefits as per the rules and regulations governing client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday will be staggered and determined as per the roaster.

10. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report, and be present, accordingly at the client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.

11. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

12. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

13. In normal course you shall retire from the services of the organization on attaining the age of 58 years.

a. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

b. Return to work within 8 days from the commencement of such absence and ii.) Give an explanation to the satisfaction of the Management regarding such absence.

14. Your services are liable to be terminated at any time without assigning any reason as per the provisions of statute governing your appointment. In case you wish to resign you will give us the notice as per the provisions of the statute governing your appointment. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

15. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

16. You shall extend all cooperation to the client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

You are required to submit the documents enlisted in Annexure II on your date of joining as part of joining compliance.

Your appointment will be subject to finding you medically fit.

We wish you a long successful association with us.

Yours faithfully,  
For Strategic Manpower Solutions Limited

Authorized Signatory

Signature of the Employee : \_\_\_\_\_

cc:

Annexure of Compensation -	Annexure - I
List of Documents -	Annexure - II
Terms and Conditions of Employment -	Annexure - III





## Genius Consultants Ltd.

### Office :

Unit No. - 507 & 508  
5th Floor, Elegance Tower  
Jasola District Centre  
New Delhi, PIN - 110025  
CIN No. U74140WB1993PLC050086  
E-mail : enquiry@geniusconsultant.com  
Web : www.geniusconsultant.com

### MONTHLY SALARY ANNEXURE

NAME	Ajay Nivrutti Damse
DESIGNATION	Branch Relationship Executive
PARTICULARS	
BASIC	13924
HRA	1411
STATUTORY BONUS	1160
GROSS	16495
EMP PF	1671
EMP ESIC	124
PT	200
EMP LWF	0
TOTAL DEDUCTION	1995
NET SALARY(INHAND)	14500
EMPR PF	1810
EMPR ESIC	537
EMPR LWF	0
MEDICLAIM	0
CTC	18842
ANNUAL CTC	226104

For GENIUS CONSULTANTS LTD.



MANISH KUMAR - President & Business Head - North & West



above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

14. This appointment letter shall be co-terminus with the agreement we have with our client.

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 15 days from the date of joining, your training assignment with TeamLease with the acceptance of your first stipend will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

#### ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

Authorised Signatory

Signature and date

TEAMLEASE

**CONFIDENTIAL POSITION:**

You are deemed to be holding confidential position in view of the assignment entrusted to you.

You may also note that your salary information is confidential in nature and it should neither be disclosed nor discussed with any other person in the company under any circumstances except the concerned in HR department and your reporting head.

**LEAVE:**

During your probation period, you will not be eligible for any leave. Post your confirmation, you will be eligible for 7 days of Casual Leave per year and in addition, you will be entitled for 17 Days of Privilege Leave on completion of one year of services as per Leave Rule Applicable to Management Staff.

**OTHERS:**

During the period of your employment, you will observed in good faith all the Rules & Regulations of the Company that are in force and may be amended from time to time.

Your services are terminable on giving One Month Notice or Salary in lieu of, on either side, after confirmation of your services.

You will be eligible for the benefits in terms of the provisions of Employees Compensation Act 1923, as amended from time to time, in respect of injury or occupational disease of an employee arising out of and in the course of employment.

You will be retiring on completion of 58 years of age.

**LOCK IN PERIOD:**

This Offer / Agreement shall be effective on the date of signing this Agreement (hereinafter referred to as the "**Effective Date**") and will end on 22<sup>nd</sup> **APRIL 2027**.

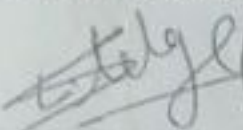
(Three years will be lock - in - period from the date of Joining).

**ACCEPTANCE:**

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this Letter of Appointment and return the same to us.

We welcome you to VEGA TOOLS and look forward to a long and mutually rewarding association with you.

FOR VEGA TOOLS

  
SWATI TELGE  
(HR Head)



DATE : 20.04.2024

## OFFERING LETTER

**TO,**

**Ms. SWATI RAJU WAHURWAGH,**  
Phuge Mane Talim Area,  
Bhosari, PUNE - 411 026.

Adhar No. 9919 3130 3817  
PAN No. AJIPW2950Q  
Mobile No. 8149304775

Dear Madam,

**VEGA TOOLS** is excited to bring you on board as a **Dispatch Co-ordinator**, We're just a few formalities away from getting down to work. Please take the time to review our offer.

**VEGA TOOLS** is offering a full time job position for you as a **Dispatch Co-ordinator**.

Reporting immediate to Mr. Raj Telge joining on 22.04.2024 at **VEGA TOOLS**, A - 59, Pavana Industrial Premises Co-Op. Society Ltd., T - 204, MIDC, Bhosari, PUNE - 411 026.

In this position, **VEGA TOOLS** is offering to start you at a pay rate monthly base that is Rs.12,000/- per month. (Salary description will be given at the time of joining.)

### **PROBATION:**

You will be on probation for period of Three Months effective your date of reporting for duty. During the period of probation, your performance will be evaluated and the Company reserve the right to extend your period of Probation or terminate you, without giving any notice or salary in lieu of, If your performance is not satisfactory or confirms you in the present position.

### **JOB RESPONSIBILITIES AND ACCOUNTABILITIES :**

A detailed note on Job responsibilities and accountabilities will be handed over to you at the time of your joining to duty.



# DHAND & ASSOCIATES

FLAT NO - 2, BUILDING NO - 23  
SHEETAL BAUG HOUSING COMPLEX,  
BHOSARI, PUNE - 411039

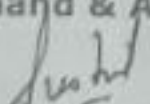
2. You will be required to maintain utmost secrecy in respect of documents, commercial offer, design documents, Project cost & Estimation.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any job, present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Dhand & Associates family and look forward to a fruitful collaboration.

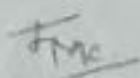
With best wishes,

For  
Dhand & Associates

  
Sushil Dhand  
(Proprietor)



Accepted

  
-----  
Manasi Kulkarni

**12. You are required to handover the following documents, at the time of joining -**

- (1) Final clearance from your last employer
- (2) Proof of age, qualification, experience and last drawn remuneration;
- (3) Your savings bank a/c no. ,
- (4) Color photographs- 3 nos
- (5) Medical Fitness Certificate
- (6) Aadhar Card & PAN Card copy Xerox
- (7) Academic Certificate

This appointment letter is enclosed in duplicate. Kindly sign the duplicate and submit it to the Human Resource Department as an acknowledgement and acceptance of the above mentioned terms and conditions.

We welcome you to Cubral Family and look forward to your active participation in the business growth of the Company.

Thanking You,

Yours faithfully,

**For Cubral Engineering Pvt Ltd.**

**Authorized Signatory**

I have read / I have been explained the terms and conditions specified here above and I accept the same as binding on me. I will be joining on \_\_\_\_\_

Signature \_\_\_\_\_ Name in full: \_\_\_\_\_



Date: 02 Aug 2023

Salman Salim Kureshi

Center Matan Shop, Near Atul Video Center, Dighi Road, Bhosari, Pune City, Pune, Maharashtra - 411039

Dear Salman Salim Kureshi,

We are pleased to appoint you as "Associate" in Pune with Innovative Retail Concepts Pvt. Ltd. You will be paid an annual compensation of INR 205,908/- Rupees Two Lakhs Five Thousand Nine Hundred Eight only. The breakup of the compensation is detailed in Annexure A.

Your employment commencement date is 02 Aug 2023. Your employment is subject to following clauses.

#### CLAUSES GOVERNING EMPLOYMENT

For purpose of this Agreement, "Employee" is Salman Salim Kureshi and "Company" is Innovative Retail Concepts Pvt. Ltd. (IRCPL).

#### 1. CONDITIONS OF EMPLOYMENT

1.1 At the time of joining the employee is mandated to provide following documents to the Company

- i. Photo ID Proof
- ii. Address Proof
- iii. 4 Passport size photographs
- iv. Relieving letter from previous organization
- v. Education certificates of all degrees mentioned at the time of interview
- vi. PAN card copy

If for any reason, any document quoted above is not provided within 72 hours of date of joining, the Company can ask the Employee to proceed on unpaid leave to procure the required documents.

If at any stage, it is found that the information disclosed by the Employee was false or there were material error or suppression of facts by the Employee, the appointment will be null and void from the date of joining and the Employee will be liable to refund all the payments received towards remuneration during the employment.

1.2 The Employee shall be entitled for Leaves subject to such policies as may be adopted by the Company from time to time.

Innovative Retail Concepts Pvt Ltd

REGIONAL OFFICE C/O United Metachem Pvt Ltd Sr No 72/76 BFC Road Near Bharat Forge Ltd Mundhwa Pune 411036  
CIN U74130KA2010PTC052192 www.bigbasket.com

A TATA Enterprise

**Date: 26/05/2024**

**APPOINTMENT LETTER**

To,  
Miss. Akanksha Ubale  
Indrayninagar Bhosari  
Pune-411026

**Dear Akanksha Uable**

We are pleased to inform you that you have been selected for appointment as "**Admin cum Account Assistant**" in this organization, subject to the rules & regulations of the company. Your joining date is **27/05/2024**.

You are offered emoluments as per the attached Salary Breakup.

Gross Salary - 23,000/-  
Monthly Deduction - PF 1800  
PT - 200

In-Hand Salary - 21,000/-

Following are the terms & conditions: -

1. Your place of working is case to case basis (As per Project), & You will be reporting of your work to Delta Saras Piping Pvt Ltd. Registered office, Bhosari, Pune
2. The office timing is 9:30 a.m. to 6/7: pm. Monday to Saturday, including halfan hour for lunch each day. My week off is Sunday. OT is not applicable to staff/managerial level. At Site - Timings Might vary according to conditions.
3. You shall be on probation for the initial period of 3 (Three) months and during this period you shall not be eligible to any paid leave. After the completion of the first period of 3 months, you will be entitled to leave benefits as per the rules





**DeltaSaras**  
Piping Pvt. Ltd.

framed by the Management. During the period of services, your services are terminable at any time by giving three months' notice or by paying one month's salary in lieu of the notice, by either party. However, the notice period shall be one day in case of nonperformance or integrity related matter or in case you indulge in any of your actions that is detrimental to the company's interests.

4. During the probation period if your services are not found suitable, your services can be terminated without assigning any reason whatsoever and/or your probation may be extended, prior to final confirmation of your services, till you show the requisite level of performance, as per the sole discretion of the Management.
5. You shall perform and discharge all duties and functions assigned to you in a faithful, competent and professional manner. You shall devote your full time and skill in discharging your duties as the employee of the Company. You shall attend your duties regularly and punctually.
6. If you remain absent or overstay your sanctioned leave for a period exceeding 7 consecutive days without notice, you shall be deemed to have left our employment and your services shall stand automatically terminated without notice / salary in lieu of notice.
7. You shall not enter any commitments or dealings on behalf of the Company for which you have no express authority.
8. Annual increment will be granted depending on your performance in work in terms of various factors including, but not limited to, competence, efficiency, regularity, punctuality and conduct during the past year. Annual increment is not a matter of right but is at the discretion of the Management, and the same may be withheld if the performance is not found satisfactory.
9. Please keep the Company posted of changes in your personal particulars like change of address, progress in educational achievements, etc.
10. The Management shall be at liberty to require you to subject yourself to a medical examination at any time at its cost by any Registered Medical Practitioner of its choice.
11. You have been engaged on the presumption that the particulars furnished by you in your application are correct. In case, the said particulars are found to be incorrect or that you have concealed or withheld some relevant facts, the management may terminate your services without giving any notice / salary in lieu of notice.



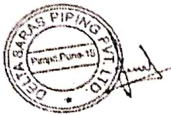
12. The Company shall be entitled to all the benefits and profits arising from your work in the course of employment.
13. During the continuation of your employment and thereafter you will not divulge /disclose to any person, firm or company whatsoever any secret or confidential information that you may acquire during your employment, such as concerning the process of manufacture, technical know-how, its use, marketing strategies, details of customers, prices or commercial information, business practices and affairs of the Company or any of its associate or branches or their customers and suppliers , nor would you use such information by yourself or indirectly in any manner which could directly or indirectly cause any loss or damage to the company including loss or damage to reputation.
14. After cessation of your employment with the company, in case of any eventuality of you disclosing, using directly or indirectly any confidential information as stated above or indulging into activities detrimental to the interest of the company, the Company at its sole discretion will assess the amount of such loss or damage caused to the Company. The Company reserves the right to recover such loss or damages the final dues payable to you by the Company, if any and/ or take legal recourse against you.
15. You are 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 training assignment of this Company for any reason, you will promptly settle all the accounts including the return of all Company properties, tools, equipment's, documents, etc. without making or retaining any copies.
16. All information related to your compensation is considered strictly confidential. You are expected to guard your own privacy and not discuss your compensation details with any colleague. You are also expected to not discuss other colleagues' compensation with anyone
17. Any dispute between yourself and the Company concerning or relating to or arising out of your appointment shall be subject to the jurisdiction of Pune.
18. If for any reason you wish to resign from the Company's services, you may do so by giving 2 (Two) months' notice in writing.



You are requested to affix your signature on the duplicate of this letter and the Confidentiality Agreement and Compensation Sheet confirming your acceptance of the terms and conditions and return it to Human Resources.

We welcome you and look forward to many years of mutually rewarding and beneficial association. We wish you a long and successful career with us.

Yours Faithfully,  
For DELTA SARAS PIPING PVT LTD



Human  
Resources

---

*Acceptance*

I \_\_\_\_\_ hereby declare that I have read all terms and conditions and the clauses of the appointment order dated 04.07.2024. I have fully understood all the clauses and the same are acceptable to me. I am signing this appointment order in token of acceptance of the same.

Signature \_\_\_\_\_ Date: \_\_\_\_\_



# The Institute of Cost Accountants of India

(Statutory body under an Act of Parliament)

CMA Bhawan, 12 Sudder Street, Kolkata - 700016

Phone No: (033)2252-1031/1034/1035/1602/1492

Fax: (033) 2252-7993/1026/2871

Website: www.icmai.in; e-mail id: studies@icmai.in

Date : 07/02/2023

Registration Number : 01222012835

MS MADHURA SOMA GAWAS

PLOT NO.57,84/2B ,SHIVGANESH COLONY NO.1, SAI PARK, DIGHI , PUNE 411015

PUNE

MAHARASHTRA - 411015

Dear MS MADHURA SOMA GAWAS,

With reference to your application dated 06-Feb-2023 we have pleasure to inform you that you have been registered for pursuing **Intermediate** course of the Institute. Your Registration Number should always be quoted in all your future communications.

You are hereby granted permission to undergo the following training(s).

=> SAP Finance Power User Training.

=> Microsoft Training.

=> Cambridge University Press Soft Skill Training.

=> E-Filing Training.

This Registration Number is valid from June 2023 to December 2029 term of Examination.

Your eligibility to appear in the Intermediate examination shall be subject to compliance of the stated conditions for appearing in the examinations.

Yours faithfully

For and on behalf of

**WESTERN INDIA REGIONAL COUNCIL of  
The Institute of Cost Accountants of India**

Copy to: Directorate of Studies,  
The Institute of Cost Accountants of India  
12, Sudder Street, Kolkata-700 016

*For Oral Students, study materials are to be collected from respective Oral Coaching Centre.  
For Postal Students, study materials are dispatched to registered address of the student by Speed Post.*

IDENTITY CARD



# The Institute of Cost Accountants of India

(Statutory body under an Act of Parliament)

CMA Bhawan, 12 Sudder Street, Kolkata - 700016

Name : **MADHURA SOMA GAWAS**  
Registration No: **01222012835**  
Address : **PLOT NO.57,84/2B ,SHIVGANESH COLONY NO.1, SAI  
PARK, DIGHI , PUNE 411015**  
City : **PUNE**  
PIN : **411015**  
State : **MAHARASHTRA**



*M. S. Gawas*

Student must carry this card at the Examination Hall and produce on demand

This is a system generated ID Card and does not require any signature

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# महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२३३९०००३९७४३४५४२								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	९०२५७४४२२३०३								
३.	आस्थापनेचे नाव	:	श्री गुरुदेवदत्त गॅसेस SHREE GURUDEV DATTA GASES								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>२</td><td>०</td><td>०</td><td>२</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	२	०	०	२
पुरुष	स्त्री	इतर	एकूण								
२	०	०	२								
५.	अ) मालकाचे नाव	:	प्रणव वासुदेव जाधव PRANAV VASUDEV JADHAV								
	ब) आस्थापनेचा पत्ता	:	गात नं०७६, देहू आळंदी रोड, जाधववाडी, चिखली, पिंपरी चिंचवड (महानगरपालिका), हवेली, पुणे, ४११०६२								
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	:	गॅस एजेन्सी / GAS AGENCY								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही ९० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०९-०३-२०२३

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Chinchwad, Address- Gulnur Building, Near Chinchwad Railway Station, (Maladkhakka), Chinchwad, District-Pune.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
९०२५७४४२२३०३	२३.६०



# Tirumala

FACILITY MANAGEMENT

001 : 2015



Name : Aakash Arora

Emp Code : 34527

Valid Upto : 28/05/24

*Aakash Arora*

*[Signature]*  
Authorised Signature

Ashis Apartment, Plot No.6, Flat No. 5,  
S No. 42/A/1A/2F, Erandwana, Pune - 411 035.  
Mob: 07774057690  
E-mail: hr@tirumalaent.net

08/01/2024

Kajal Shantilal Bhise  
Pune  
Maharashtra.

Ref: Fixed Term Contract letter

We are pleased to appoint you as **Service Associate** with one of our Clients namely PVR INOX Limited (hereinafter referred to as "client") located at **PMC Wakad Pune**, on a Fixed Term Contract Basis, which means and includes only Contractual Services. You are required to complete joining formalities within **2 days** from your joining date.

In addition to this:

1. Your appointment is being made on contractual basis for fixed term for a period 12 months, which commences from **08/01/2024** and will expire on **07/01/2025**. Your appointment will automatically come to end at the expiry date of the contract awarded to us by our client for a limited and fixed period and as per terms mentioned in this Letter of Appointment.
2. Your consolidated annual CTC is as per **Annexure-A**.
3. In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, Bonus Act and other statutory benefits as per state and central government regulation as applicable. Salary would be payable on or before **7<sup>th</sup>** of the subsequent month. Any discrepancy in the salary received needs to be reported to our nearest unit/office within 7 days of receipt of salary.
4. TDS will be deducted at higher rate as per Income Tax Act if PAN number along with proof is not provided to nearest unit/office within 7 days of joining.
5. You are eligible under Provident Fund scheme subject to adherence of rules & regulation. It is also mandatory for you to submit Aadhaar Card (UID), PAN Card & Bank A/c. no. with IFSC Code (collectively referred as 'KYC') within 7 days from your date of joining. If you fail to submit the KYC within stipulated period, as per PF norms, you will not be able to withdraw/transfer /take any benefits under PF Act.
6. You may be required to work at different Client locations and are likely to be deputed in any nit/ office within the city or outside the city including outside the State in any part of the country for discharging your duties as per the business requirement at client site.
7. Since your appointment is being made for the above specified period on assignment basis, you will neither have any right or lien on a job held by you. In case you continue to work even after the specified fixed period for any reasons, it will not be deemed that you became a regular or permanent employee as the understanding and requirement is only that of fixed term and assignment basis.
8. During your fixed term employment, you shall attend the office punctually and regularly and you

---

**Duarz HR Services.**

**Corporate off: 501/503 Manish Chamber, Sonawala Cross Lane, Goregaon (East) Mumbai – 400063**



# Duarz

shall devote your entire working time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the client and use your best endeavor to promote our interest and business.

9. While employed on a fixed term assignment basis you will be directly responsible for the successful and timely completion of any job/work assigned to you. You would adhere to the norms of office discipline of client. You would also be responsible to ensure proper and effective adherence to the norms of office discipline including working hours, systems and procedures by the staff/employees associated with you.
10. Any intellectual property that results from work performed by the Individual under any Appointment Letter shall be the property of the Client. The Individual agrees to assign/ transfer to the Client, the worldwide, perpetual and entire right, title, and interest in all intellectual properties including all rights to obtain, register, perfect, and enforce patents, copyrights, and other intellectual property protection under any laws and conventions.
11. Confidentiality Clause : All proprietary information/ material of the Client that is made known to you during the term of the assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such proprietary information/ material to other entity outside the organization. You agree that all information, correspondence, documents, materials or items provided to you by us or client are provided to you in trust and on lapse/ termination of the Assignment, you shall promptly return all such material to the Client, as the case maybe.
12. During fixed term employment, you are expected to devote whole heartedly for work of the Client and will not take-up any other employment, allocation, trade, business or self-employment, in your own name or in the name of your family members without seeking prior written permission from the employer, Violation of this clause will render you for swear disciplinary action. It is further clarified that you cannot engage yourself even without enumeration. This is strictly for the reason so that the work of client should not hamper. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our clients. Your continuance in employment is subject to your remaining physically and mentally fit. As and when required, the client may require you to submit yourself to medical examination by a physician of the choice of the management.
13. Your working hours shall be according to the nature of your duties, location, and business requirement entrusted to you by the client.
14. The role specific to food handler would require to undergo a mandatory FSSAI medical test by certified medical practitioner. In case of negative FSSAI medical report, it would be deemed that you are unfit to perform the role and responsibilities assigned by the client, leading to immediate termination of your contact without giving notice.

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**Duarz HR Services.**

**Corporate off:' 501/503 Manish Chamber, Sonawala Cross Lane, Goregaon (East) Mumbai – 400063**

15. This appointment letter is issued to you assuming that the information furnished and representation made by you during recruitment and selection process is correct and continuation of this appointment is subject to receipt of satisfactory references and successful completion of background verification, including but not limited to, proof of education and professional qualifications, employment history and proof of identity which are satisfactory to us. In the event of any of the above found fake or willfully concealed or being in contravention of our code of conduct, we reserves our right to terminate your employment, even if your employment with us has already commenced. The termination in this case will be without any prior notice.
16. At the time of leaving the company, you have to return all documents/articles or any other belongings of the Company/ Client.
17. In case of involuntary/voluntary separation, salary payout will be settled along with full and final settlements.
18. You will be governed by the guidelines/ SOPs of the client's requirement like grooming, uniform, office timing etc.
19. You shall always be governed by our Employee Policy/Rules and Regulations, as amended from time to time, which you are required to strictly follow during your fixed term and assignment employment. You shall also abide by and carry out operational instructions/procedures as contained in the guidelines and other administrative instructions as may be issued by us from time to time.
20. Your engagement with us shall always be subject to you abiding with the code of conduct and ethical business guidelines while at work at the client location. The said policy may be subject to change as per our sole discretion. These policies shall be subject to periodic revisions and new policies shall be framed from time to time. You shall comply with the revised policies. Your services can be terminated by us without any notice in the following events
  - Unethical practices, theft, financial pilferage, insubordination etc.
  - In the event of breach of any contracts or any act of yours leading to disciplinary matter;
  - In the event of breach of your representations and warranties.
  - In the event of any, gross misconduct including POSH.
  - In the event of misuse of proprietary information.
  - In the event of uninformed absence from duties for continuous 3 days, it will be assume that you have absconding from the duties
  - You shall be governed at all times by our / client's policy of Code of Business Conduct & Ethics
21. This letter is being sent to you in duplicate, Please return a copy of the same, duly signed as the token of acceptance this Fixed Term Contract of employment with the above terms and conditions.

---

**Duarz HR Services.**

**Corporate off: 501/503 Manish Chamber, Sonawala Cross Lane, Goregaon (East) Mumbai – 400063**

## MONTHLY ANNEXURE

Annexure-A	
Basic	11675
DA	0
HRA	823
Special Allowance	0
Washing Allowance	0
<b>Gross</b>	<b>12498</b>
Bonus	1021
PF	1401
PT	0
ESIC	94
LWF	0
Mediclaime Premium Recovery	174
<b>Net Take Home</b>	<b>11850</b>
Employers Contr PF	1401
Employers Contr ESIC	406
Employers LWF	0
<b>Monthly C.T.C.</b>	<b>15326</b>
<b>Yearly CTC</b>	<b>183912</b>

For Duarz HR Services

Authorized Signatory

Received and Accepted

Date: 08/01/2024

**Duarz HR Services.**

Corporate off: 501/503 Manish Chamber, Sonawala Cross Lane, Goregaon (East) Mumbai – 400063



Emp. Code # : P9442

Name : Satyam M. Deshmane

Desig.: System Officer

Dept.: Operations

D.O.J.: 24-May-24

D.O.B.: 2-Jul-03

Blood Grp.: O-

Aadhar Card No. 600733751395

*Satyam M. Deshmane*

AUTHORIZED SIGNATURE

OFFER LETTER

RK AUTAO

Date- 8 Dec 2024

RK AUTAO

SR NO- 681/2/2,

Gavhane Industrial Estate,

Bhosari, Landewadi Road,

Pune- 411039

Ms. Anjali Sawarkar

B-504 Suvarnaalay appt,

Thorave Vasti, Markal Road,

Alandi, Pune-412105

Dear Madam,

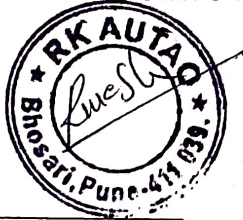
With reference to your interview dated 07 Dec 2024, we are pleased to offer you position of Accountant in our company.

Your joining date is confirmed at 09 Dec 2024.

We look forward to a mutually rewarding professional relationship with you.

With best regards,

FOR RK AUTAO PROPRIETOR





Offer Date : 8/19/2024  
Offer No : GSG1001091

Lata Jadhav

### FIXED TERM EMPLOYMENT CONTRACT

Dear Lata Jadhav

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

#### DEPUTATION:

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

You will with effect from AUG 20,2024 be deputed by QUESS, to work at client's office / premises at any of their locations.

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

#### TENURE:

The term of your Contract shall be valid from AUG 20,2024

#### COTERMINOUS:

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

#### LOCATION:

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

#### POSITION:

You are appointed as DMA.

#### REMUNERATION:

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

*imQuess Confidential*

Offer No : GSG1001091  
This is a system generated letter  
QUESS Corp Limited

Page 1

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.  
Open the camera on your smart phone and scan

### Compensation Sheet

Offer No : GSG1001091

Associate Name : Lata Jadhav

Designation : DMA

Location : Pune

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12610	151320
House Rent Allowance	631	7572
City Compensatory Allowance	1146	13752
Statutory Bonus	1050	12600
<b>Gross Salary</b>	<b>15437</b>	<b>185244</b>

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Employer Esi	502	6024
Employer Pf	1925	23100
<b>Total Contribution</b>	<b>2427</b>	<b>29124</b>
<b>Cost To Company: (Ctc)</b>	<b>17864</b>	<b>214368</b>

Deduction: (Subjected to change)	Rs. Monthly Pay	Rs. Annual Pay
Employee Esi	116	1392
Provident Fund	1777	21324
Professional Tax	200	2400
Insurance Deduction	119	1428
<b>Total Deduction</b>	<b>2212</b>	<b>26544</b>
<b>Net Take Home</b>	<b>13225</b>	<b>158700</b>

**NOTE :** Please note that it mandatory that you should be on active rolls on the date of payout to receive the Performance Bonus / Incentive.

**Insurance Coverage:** We as your employer will cover only employee with Group Mediclaim Insurance Coverage upto Rs. 2.5 Lakhs, Group Personal Accident Insurance Coverage upto Rs. 1 Lakhs and Group Term Life Insurance Coverage upto Rs. 2.5 Lakhs.

*Nitin Dave*

**Nitin Dave**  
CEO Staffing

Quess Confidential

Offer No : GSG1001091

Page 6

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महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
..नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत प्रावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना स्थाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	प्रावती क्रमांक	:	२२३५०००३१६७२७९१७								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०७५८३२३२२०३								
३.	आस्थापनेचे नाव	:	श्री साई डिजिटल फ्लेक्स प्रिटींग SHREE SAI DIGITAL FLEX PRINTING								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"><tr><td>पुरुष</td><td>स्त्री</td><td>इतर</td><td>एकूण</td></tr><tr><td>२</td><td>०</td><td>०</td><td>२</td></tr></table>	पुरुष	स्त्री	इतर	एकूण	२	०	०	२
पुरुष	स्त्री	इतर	एकूण								
२	०	०	२								
५.	अ) मालकाचे नाव	:	पांडुरंग सोपान टाकळकर PANDURANG SOPAN TAKALKAR								
	ब) आस्थापनेचा पत्ता	:	मरकळ रोड, - , ठाणे जनता बँक समोर, आळंदी देवाची, आळंदी ग्रामीण, खेड, पुणे, ४१२१०५								
६.	सादरची प्रावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच प्रावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञापत्री, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिलेली. ही पोच प्रावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य करता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	FLEX PRINTING								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सादरची पोच प्रावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सादरची पोच प्रावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचप्रावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०८-०८-२०२२

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Chinchwad, Address- Gulnur Building, Near Chinchwad Railway Station, (Maladhakka), Chinchwad, District-Pune.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०७५८३२३२२०३	२३.६०



Date: 17-09-2024

To,  
- Mr. Mahesh Ravindra Patil  
Contact number: 9527677692  
Email Id: maheshpatil95276776@gmail.com

**Sub: Offer Letter**

Dear Mahesh,

Consequent to your interview, we are pleased to offer you a purely contractual appointment as "Junior Trainee", for a fixed period from 18-09-2024 to 17-09-2025. During this period of contractual appointment, you will be deputed to our client, M/s. "Lupin Ltd, Pune."

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on completing onboarding formalities on LSS HRMS portal and submission of following documents on the portal:

- CV
- Passport size Photo
- Aadhaar Card (Mandatory)
- PAN Card Copy (Mandatory)
- Certificate of Educational Qualifications (10th, 12th and Degree)
- Experience Certificates, Relieving Letter & Salary slips from previous employer
- 1 cancelled chq of the bank in which you want the salary to be transferred
- Previous UAN no & ESIC No. (Mandatory)

Kindly note in any case if you fail to upload documents or if we found any of the documents submitted are false then this offer will become invalid. This offer is open up to 18-09-2024 and will stand withdrawn thereafter automatically.

Kindly digitally sign the copy of this letter as a token of your acceptance.

With warm regards,

For Lobo Staffing Solutions Pvt. Ltd.

  
Authorized Signatory.

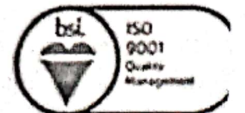
I hereby accept the above-mentioned terms and conditions.

Name: Mahesh Ravindra Patil

Signature: {{employee\_sign}}

Date: 17-09-2024

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  
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Chancellor

Prof. Dr. Vivek A. Saoji  
M.B.B.S., M.S. (Surg.)  
Vice Chancellor

# Bharati Vidyapeeth (Deemed to be University)

Founder Chancellor : Dr. Patangrao Kadam

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Pro Vice Chancellor

Dr. A. C. Mishra  
M.Sc., Ph.D., U.S., F.R.C.P., F.R.A.C.  
Director

Ref No. BYDU/IRSHA/711/2024-2025

Date: 03/10/2024.

## Sub: Appointment as a Junior Research Assistant

The undersigned is pleased to appoint **Ms. Chaitali Ambdekar** as a Junior Research Assistant at Interactive Research School for Health Affairs (IRSHA), Pune-411043 with effect from **3<sup>rd</sup> October 2024** in National Immunogenicity and Biologics Evaluation centre.

The appointment is for period of Five month and Twenty-Nine days i.e. up to **31<sup>st</sup> March 2025**. You will be paid a consolidated salary of Rs. **18,000/-** per month.

The appointment shall be subjected to the following terms and conditions:

1. This offer of appointment is on the basis of bio-data submitted and other information provided by you. If any of this information is found to be untrue, the appointment shall be treated as null and void from beginning.
2. You will be responsible to carry out activities of the department or any other duties assigned by the competent authority.
3. You will be taking care of day to day laboratory activities and will report to Laboratory Manager, NIBEC IRSHA.
4. The post is purely temporary and your appointment cannot be continued beyond the project duration.
5. In unforeseen circumstances, if project is terminated or closed prematurely, you will automatically cease to be the employee of the project.
6. If you resign on your own, one-month notice is mandatory.
7. You are liable to be posted or transferred to any other collaborating institute of the IRSHA for work related to the project.
8. You will not disclose any official information to anyone without prior written permission from Laboratory Manager, NIBEC IRSHA.

  
Dr. A. C. Mishra  
Director

Copy to:

1. Ms. Chaitali Ambdekar,  
Email ID: [cambdekar@gmail.com](mailto:cambdekar@gmail.com)
2. Laboratory Manager, NIBEC IRSHA.
3. IRSHA, Office Copy.



Access Healthcare Services Private Limited.,

**Payslip for the Month of November 2022**

<b>Name</b>	Syona Vishal Makasare		
<b>Designation</b>	Assistant Client Partner - Prescribed Guided		
<b>LOB</b>	AR		
Employee Code	M0745983	PF. No.	TNAMB00683180000054517
Date of Joining	25 Jul 2022	UAN. No.	
Days Paid	25.00	ESI. No.	
LOP Days	5.00	Bank Name	IDFB Bank
		Bank A/C No.	10058641524

**Annual Cost to Company: ₹ 320,000**

Gross Earnings	Amount	YTD	Statutory Deductions	Amount	YTD
Basic Pay	₹ 10,667	₹ 35,523	PF (Employee)	₹ 1,525	₹ 5,978
DA	₹ 0	₹ 0	ESI (Employee)	₹ 0	₹ 0
HRA	₹ 5,333	₹ 17,759	Income Tax	₹ 0	₹ 0
Conveyance	₹ 1,600	₹ 5,328	Professional Tax	₹ 200	₹ 600
SDA	₹ 0	₹ 0	Labour Welfare Fund	₹ 0	₹ 0
Statutory Bonus	₹ 2,886	₹ 9,596			
Special Allowance	₹ 2,980	₹ 9,938			
<b>Gross Earnings (A)</b>	<b>₹ 23,466</b>	<b>₹ 78,144</b>	<b>Statutory Deductions (C)</b>	<b>₹ 1,725</b>	<b>₹ 6,578</b>
Other Earnings	Amount	YTD	Other Deductions	Amount	YTD
Referral Bonus	₹ 0	₹ 0	BGV Deductions	₹ 0	₹ 0
Joining Bonus	₹ 0	₹ 0	Health Insurance	₹ 241	₹ 4,439
Retention Incentive/Exgratia	₹ 0	₹ 1,387	Other Deductions	₹ 0	₹ 0
Night Shift Allowance	₹ 0	₹ 0	Admin Deduction	₹ 0	₹ 0
EL Encashment	₹ 0	₹ 0	Loss of Pay	₹ 3,912	₹ 22,533
OverTime Pay	₹ 0	₹ 0	Relief Fund	₹ 0	₹ 0
Skill Allowance	₹ 0	₹ 0	Others	₹ 0	₹ 0
Holiday Pay	₹ 0	₹ 0			
Subsistence Pay	₹ 0	₹ 0			
Others	₹ 0	₹ 0			
<b>Other Earnings (B)</b>	<b>₹ 0</b>	<b>₹ 1,387</b>	<b>Other Deductions (D)</b>	<b>₹ 4,153</b>	<b>₹ 26,972</b>
<b>Total Earnings (A+B)</b>	<b>₹ 23,466</b>		<b>Total Deductions (C+D)</b>	<b>₹ 5,878</b>	
<b>Net Pay (A+B) - (C+D)</b>				<b>₹ 17,588</b>	

**Net Pay in Words**

**Seventeen Thousand Five Hundred Eighty-Eight Rupees**

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# YOHESA FINANCIAL SERVICES

PRIVATE AND CONFIDENTIAL

Date: 18<sup>TH</sup> JULY, 2023

D/O - SHATRUGHN SURYAVANSHI

OFFER LETTER

Dear PRANALI SURYAVANSHI,

Congratulations!!

We are super excited about your joining as there couldn't have been a better time for it!

We have entered the Loan and Financial work while most companies take about a decade to get here, we have achieved this in just 4 years. And we truly believe that this has happened as a result of the mission of the company to make Yohesa Financial Services work simple along with the sheer hard work & endeavors of our employees.

We are committed to providing you an enriching working experience and a distinguished career. We look forward to joining our team by Dated 18<sup>TH</sup> July, 2023 and are confident you will be able to make a significant contribution to the success of our company.

Subsequent to your meetings with us at Yohesa Financial Services, we are pleased to make an offer of employment the following terms and conditions:

- 1.1 You shall be appointed to the position of **CUSTOMER SALES EXECUTIVE** and will be located at Pune.
- 1.2 As an employee of the Organization, your Gross Annual Compensation (Cost to Company) will be **Rs. 1,62,000/-** (One Lakh Sixty Two Thousand Only)
- 1.3 Your employment with the Company is subject to: (a) The accuracy of the testimonials and information provided you; and, (b) You being free from any contractual restrictions preventing you from accepting this offer and you returning receipt of acceptance of this offer within 5 working days.
- 1.4 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Yohesa Financial Services reserves the right to payment of salary in lieu of the notice period.

On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Last employer's salary slip of last 3 months, relieving Letter from last employer if available), along with four passport size photographs.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us.

We are excited at the prospect of having you join us and look forward to a rewarding association.

Sincerely,

For Yohesa Financial Services

Shraddha Singh  
Human Resources



Yohesa Financial Services, Office no. 13, Dattaram Complex, Sr. no 113/4 above Pravin Textorium, Next to Vinod Memorial

Hospital, Alandi Road, Viharwad, Pune 41101



Annexure A

Compensation Entitlement Sheet

EMPLOYEE NAME	PRANALI SURYAVANSHI
PAN / ADHAR NO.	3975 7407 0705
DATE OF BIRTH	06/10/2002
DATE OF JOIN	18/07/2023

Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basis	13,500	1,62,000
House Rent Allowance	-	-
Fixed Allowance	-	-
Special Pay	-	-
Statutory Bonus	-	-
<b>Base pay</b>	<b>13,500</b>	<b>1,62,000</b>
<b>Total cost of company</b>	<b>13,500</b>	<b>1,62,000</b>





**Rohan Baliram Bedge**  
**Ward Boy**

**Emp ID : -**

**D.O.B. : 18/07/2003**

**Blood Grp. : B+ve**

**Tel. No. : 9716295050**



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**Services**

**New Bhosari Hospital, Bhosari**