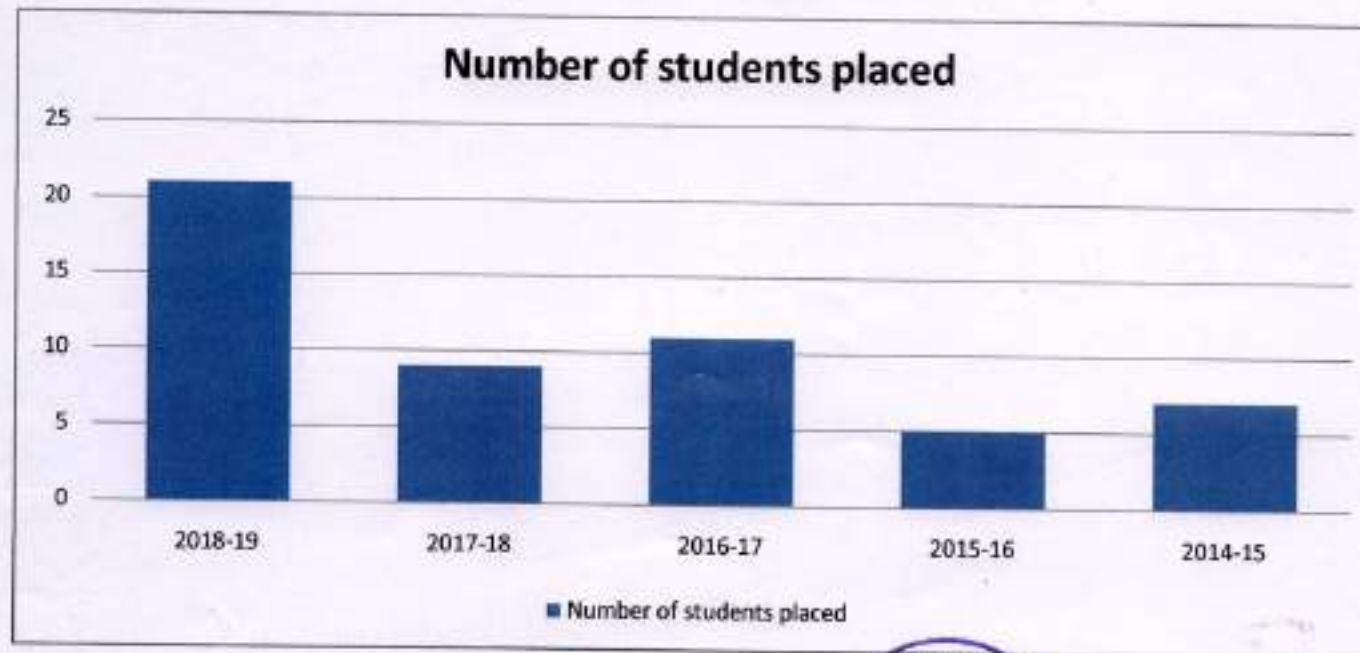


## Rajgad Institute of Management Research and Development Pune-43

(Yearwise Placement of Outgoing students from the last Five years)

Year	Number of students placed
2018-19	21
2017-18	9
2016-17	11
2015-16	5
2014-15	7



*Dr. D. B. Bharati*

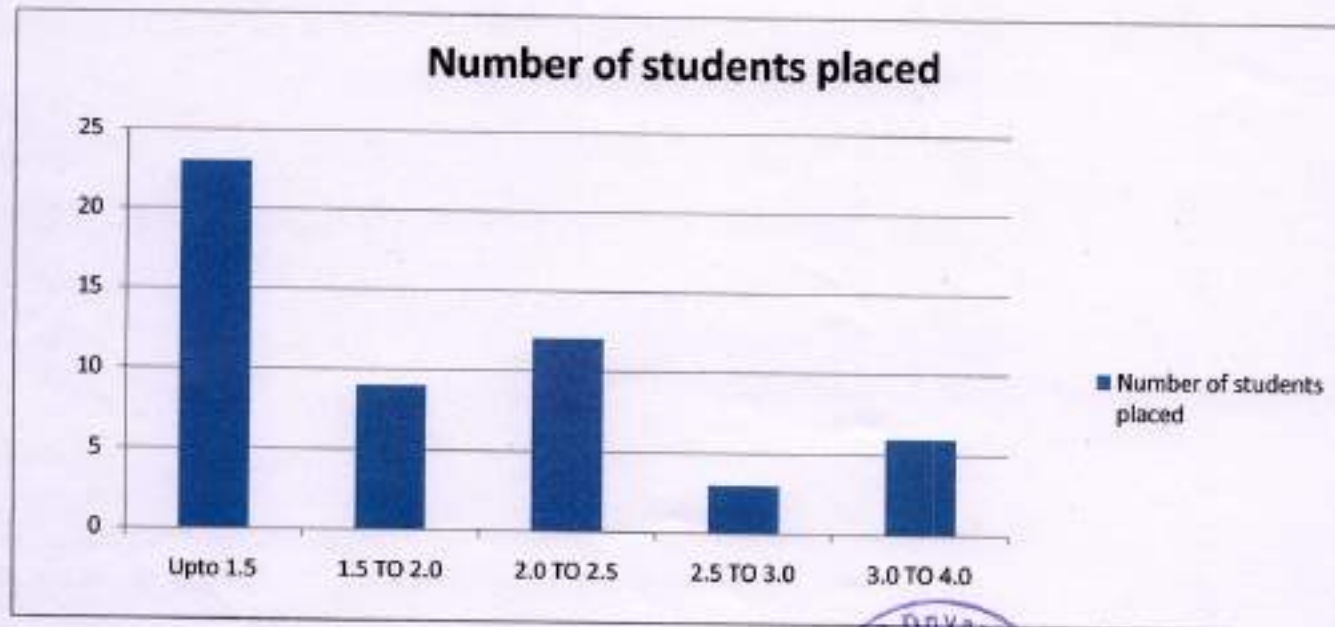
**Dr. D. B. Bharati**  
Director

Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Dhankawadi, Pune-411043

## Rajgad Institute of Management Research and Development Pune-43

(Packagewise Placement of Outgoing students from the last Five years)

Package received (In Lakhs)	Number of students placed
Upto 1.5	23
1.5 TO 2.0	9
2.0 TO 2.5	12
2.5 TO 3.0	3
3.0 TO 4.0	6

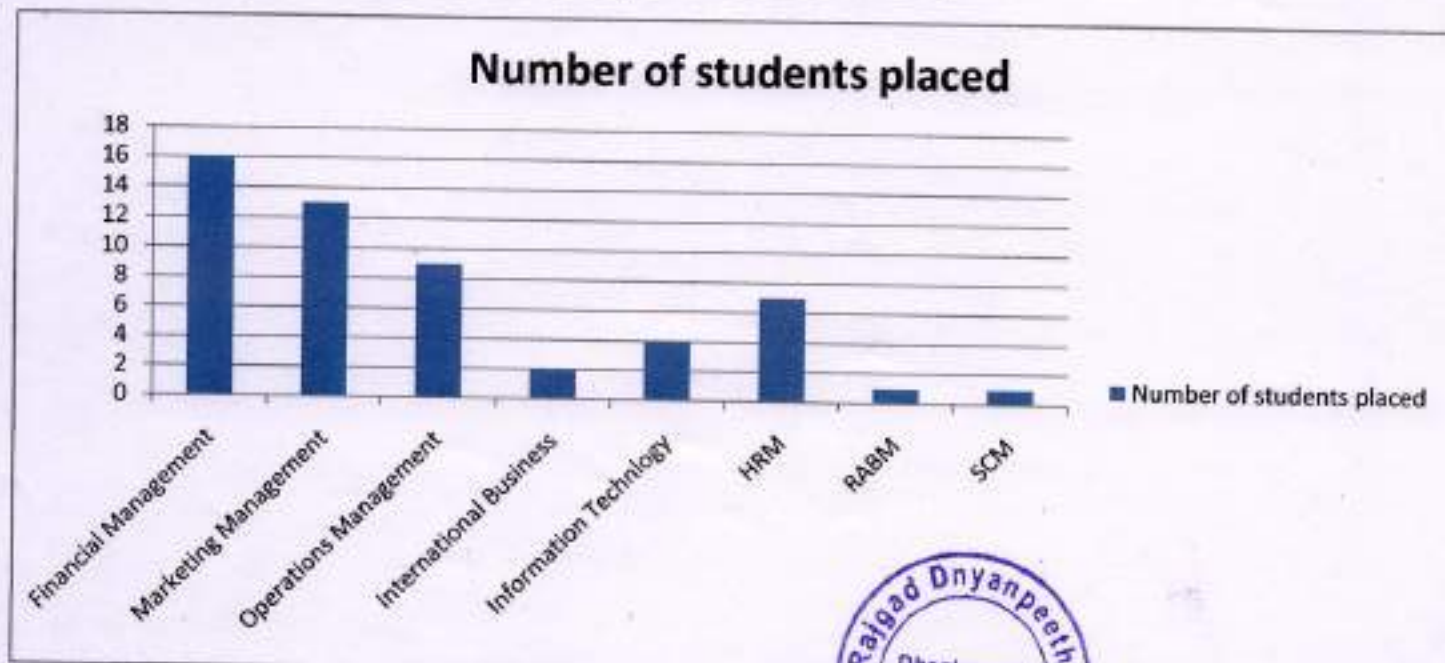


*D. B. Bharati*  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Dhankawadi, Pune-411043

## Rajgad Institute of Management Research and Development Pune-43

(Specialisationwise Yearwise Placement of Outgoing students from the last Five years)

Specialisation	Number of students placed
Financial Management	16
Marketing Management	13
Operations Management	9
International Business	2
Information Technology	4
HRM	7
RABM	1
SCM	1



*D. B. Bharati*

**Dr. D. B. Bharati**

Director

Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Dhankawadi, Pune-411043

# Rajgad Institute of Management Research and Development Pune-43

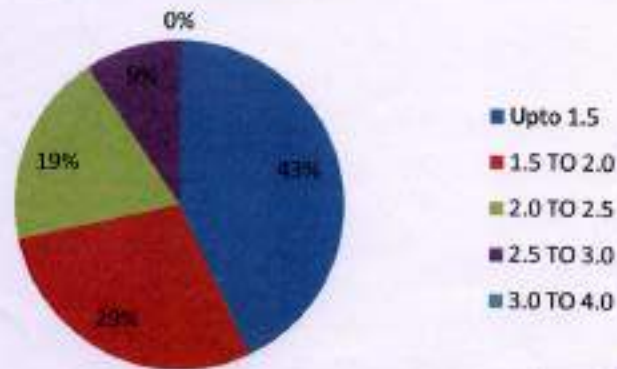
(Placement of Outgoing students for the year 2018-19)

**Total Number of students placed : 21**

Package received (In Lakhs)	Number of students placed
Upto 1.5	9
1.5 TO 2.0	6
2.0 TO 2.5	4
2.5 TO 3.0	2
3.0 TO 4.0	0

Specialisation	Number of students placed
Financial Management	8
HRM	2
Information Technology	1
International Business	2
Marketing Management	4
Operations Management	3
RABM	1

**Number of students placed-  
Packagewise**



**Number of students placed-  
Specialisationwise**



*Dr. D. B. Bharati*  
Director

**Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Dhankawadi, Pune-411043**

# Rajgad Institute of Management Research and Development Pune-43

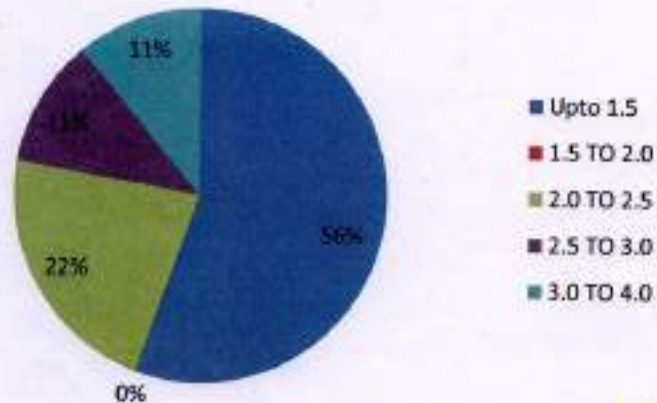
(Placement of Outgoing students for the year 2017-18)

**Total Number of students placed : 9**

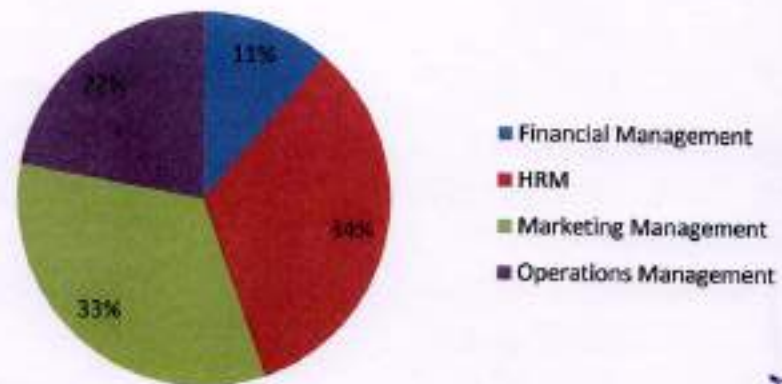
Package received (In Lakhs)	Number of students placed
Upto 1.5	5
1.5 TO 2.0	0
2.0 TO 2.5	2
2.5 TO 3.0	1
3.0 TO 4.0	1

Specialisation	Number of students placed
Financial Management	1
HRM	3
Marketing Management	3
Operations Management	2

**Number of students placed-  
Packagewise**



**Number of students placed-  
Specialisationwise**



*[Signature]*  
**Dr. D. B. Bharati**  
 Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute of Management  
 Research and Development  
 Dhankawadi, Pune-411043

# Rajgad Institute of Management Research and Development Pune-43

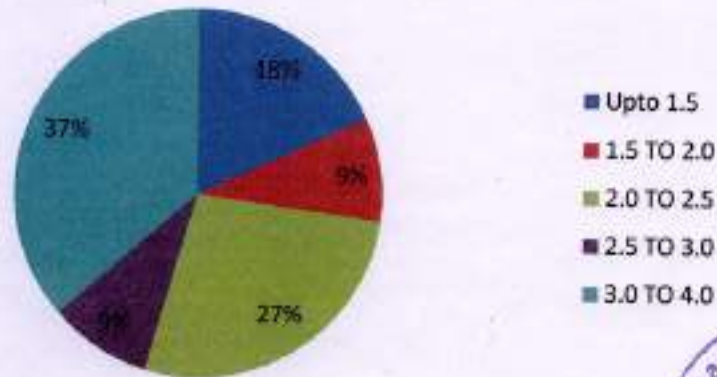
(Placement of Outgoing students for the year 2016-17)

Total Number of students placed : 11

Package received (In Lakhs)	Number of students placed
Upto 1.5	2
1.5 TO 2.0	1
2.0 TO 2.5	3
2.5 TO 3.0	1
3.0 TO 4.0	4

Specialisation	Number of students placed
Financial Management	5
HRM	1
Information Technology	1
Marketing Management	2
Operations Management	1
SCM	1

Number of students placed-  
Packagewise



Number of students placed-  
Specialisationwise



*D. B. Bharati*  
Dr. D. B. Bharati

Director  
Rajgad Institute of Management  
Research and Development  
Pune-43

# Rajgad Institute of Management Research and Development Pune-43

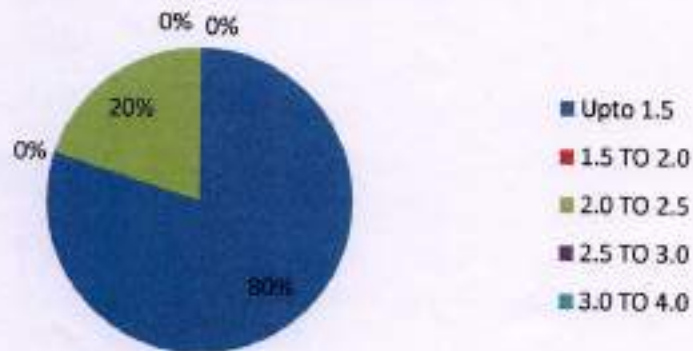
(Placement of Outgoing students for the year 2015-16)

Total Number of students placed : 5

Package received (In Lakhs)	Number of students placed
Upto 1.5	4
1.5 TO 2.0	0
2.0 TO 2.5	1
2.5 TO 3.0	0
3.0 TO 4.0	0

Specialisation	Number of students placed
Marketing Management	4
Operations Management	1

### Number of students placed- Packagewise



### Number of students placed- Specialisationwise



*D. B. Bharati*

**Dr. D. B. Bharati**  
Director

Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Dhankawadi, Pune-411043

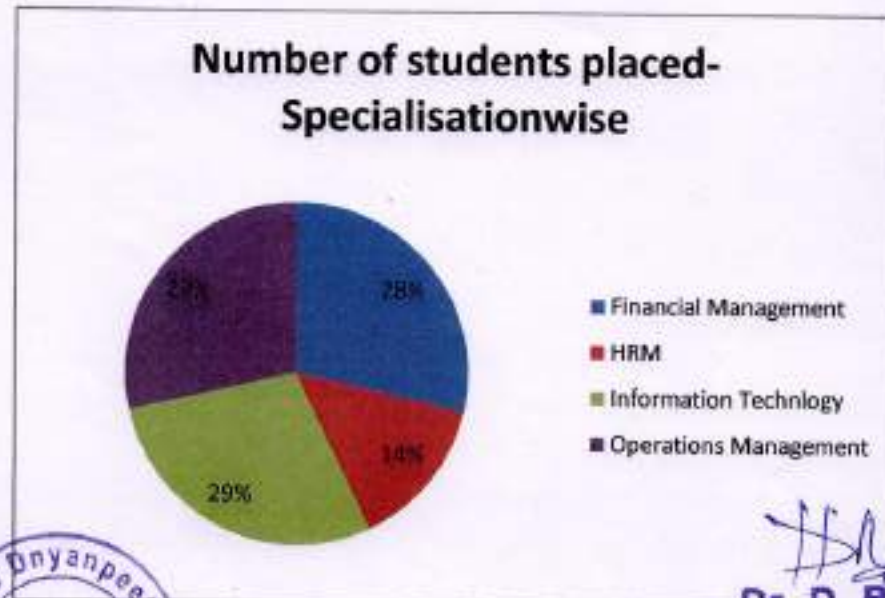
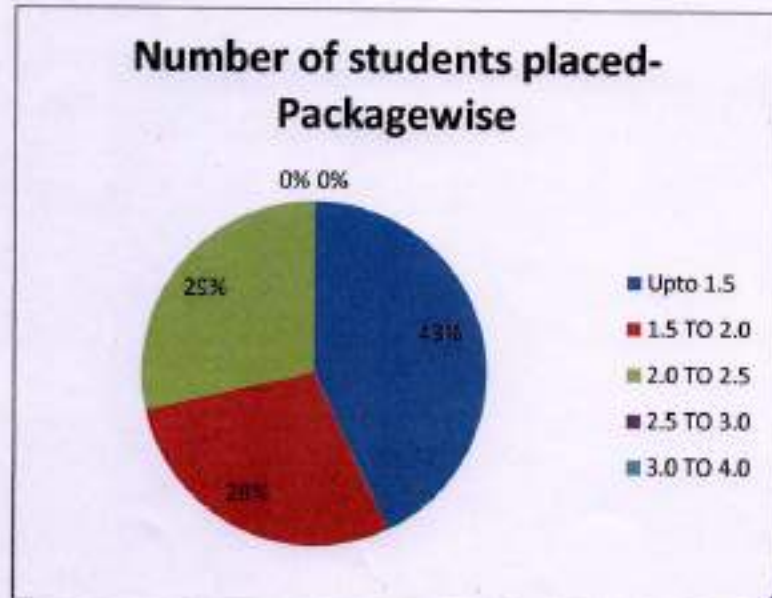
# Rajgad Institute of Management Research and Development Pune-43

(Placement of Outgoing students for the year 2014-15)

**Total Number of students placed : 7**

Package received (In Lakhs)	Number of students placed
Upto 1.5	3
1.5 TO 2.0	2
2.0 TO 2.5	2
2.5 TO 3.0	0
3.0 TO 4.0	0

Specialisation	Number of students placed
Financial Management	2
HRM	1
Information Technology	2
Operations Management	2



*Dr. D. B. Bharati*  
**Dr. D. B. Bharati**  
 Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute of Management  
 Research and Development  
 Dhankawadi, Pune-411043





# टिळक महाराष्ट्र विद्यापीठ Tilak Maharashtra Vidyapeeth

(Instituted by Provisional University Order Section 3 of UGC Act 1956 vide  
Notification No. 19/1985 dt. 24.04.1985 by the Government of India)  
Vidyapeeth Bhavan, Mukundnagar, Coltekd, Pune-411007

Phone: 020-2422020, 2440309  
Website: www.tmv.edu.in

पत्र क्र. २०१९-२४२२०२०, २४४०३०९  
Email: admissions@tmv.edu.in

Date: 28<sup>th</sup> May 2019

Q.W. No. ADM/2018/313

To,  
Ms. Dnyaneshi Deshpande

**Subject: Appointment as Assistant Professor in the Department of Commerce**

I am glad to inform you that the Vidyapeeth Management has appointed you as "Assistant Professor" in the Commerce Department on the terms & conditions mentioned below.

1. Your appointment is purely on temporary academic contractual basis from 4<sup>th</sup> June 2019 upto 10<sup>th</sup> May 2020. Thereafter your service will be automatically cancelled.
2. Your office timing will be as per the instructions given by concerned Head of the department.
3. Your appointment is in the pay scale of Rs.15600-39100 (Basic pay Rs.15600/- per month + GP+000/- other allowance) You will be paid total salary of Rs. 24500/- per month. P. F. will be deducted as per the Rules.
4. You shall submit the certified true copies of relevant testimonial such as birth date certificate, mark sheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), etc. before joining your duties.
5. You are required to give the correct mailing address as soon as you join the duties and any change in the address should be communicated to the office immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
6. During your service you will not engage yourself in any other job paid full-time / part-time or otherwise without the permission of the competent authority.
7. Your services are transferable to any other campuses or units run by the Vidyapeeth.
8. If your behaviour and/or work is found unsatisfactory and caused any loss to Vidyapeeth due to your performance, your appointment is liable for termination at any time without assigning any reason and without notice period.
9. In case of the break of the contract from either side or your service is not required to the Vidyapeeth, one month notice/one month salary is necessary from both the party.

  
**Dr. D. B. Bharati**  
Director  
Rajawade Institute of Management  
Research And Development  
Dhankawadi, Pune-43



10. Your work will be reviewed after three months, if it is not upto mark your service will be terminated within forthwith and without notice period.
11. If you are found absent continuously for more than thirty days without permission your services stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Vidyapeeth.
12. Examination work is part of your duties and also you have to participate in other activities of the Vidyapeeth.
13. You have to maintain all the secrecy and restoration of data and will take necessary precautions for storing the data. If you fail to maintain for the secrecy and restoration of data you will be liable and responsible for the damage caused to Vidyapeeth.
14. Your participation in following activities is compulsory.
  - Delivering of the lectures and practical's as per the time table given.
  - To help the Head for planning/developing and for smooth functioning of the department.
  - Preparation/updating of the syllabus.
  - To participate in the counseling activity.
  - To establish corporate/industrial contacts towards the field visits/placement of students.
  - Write ups in educational supplement. Writing of research articles in ISSN journals.
  - To conduct academic research.
  - To participate in examination activities for internal or external examination.
  - To practice innovative teaching methods with due approval.
  - To publish book & to hold remedial classes.
  - Update your knowledge through library.
  - To attend faculty development programs.
  - To comply with all the requirements of the IQAC.
  - You will have to participate in 3 seminars
  - Publish 3 Research papers in UGC approved journals
  - Complete one minor research project.
  - You should get enough API score during the tenure
  - You are responsible for monitoring the students & their records.
  - I have gone through the appointment order. I also accept the Trust rules & regulation.

Evaluation for the next year will be done only on satisfactory completion of above mentioned parameters. Please communicate your acceptance to the Actg. Registrar within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

*ANR*  
Actg. Registrar

Copy to: - 1. Head of the Dept.  
2. Chief-Accountant

*[Signature]*  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



schnell

informatics

01 April 2019

To,

Ms HARSHA SHEGOKAR

SCHNELL INFORMATICS PRIVATE LIMITED

209, B-II, Lloyds Chambers,

Mangalwar Peth, Pune - 411011

Subject : Salary Increment

Dear HARSHA,

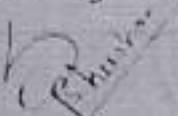
In recognition of your performance & contribution to the organization during the appraisal period 2018-19, your monthly CTC is being revised to **Rs. 13,000/- (Rs. Thirteen Thousand Only)** with effect from 1<sup>st</sup> April 2019.

We hope that you would continue to perform well and successfully carry out the official work being assigned to you from time to time.

Confidentiality : Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than Company Director will be considered as breach of agreement.

Wishing you All the Best for coming year.

Thanks and Regards,



Bhushan Khormane

Schnell Informatics Private Limited

  
Dr. D. B. Bharati

Director

Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



Schnell Informatics Pvt. Ltd

209, B-II, Lloyds Chambers, Near Madhukar Chavak, Mangalwar Peth, Pune - 411011 - India

Tele :- +91 20 41207031 / 41203277 / 9503600000 | E-mail :- info@schnellinformatics.com | 1980 - 1988



AUSKENY

**Personal & Confidential**

Ref No: APPT  
EMP No: ASW0023  
Date: 4-Jun-2019

Ms. Dhanashri Madhukar Nawasagare  
Flat No: 10, 3rd Floor,  
Hari Om heights, Pashan Pune  
Maharashtra

**Sub: Appointment Letter**

Dear Dhanashri,

We are pleased to appoint you as HR Recruiter at Auskeny Software Private Limited based in Pune, effective from **6<sup>th</sup> June 2019** on the following terms and conditions.

**1. COMPENSATION**

You will be paid an annual compensation calculated on Cost-to-Company basis at Rs.1,98,000/-.

**2. LEAVE**

You will be entitled to 6 days of Sick leave per year (i.e. half in a month). You will be entitled to 18 paid leaves per annum upon completion of the probation period, credited at the rate of Four and Half for every quarter.

**3. PROBATION**

You will be on probation for a period of **three months** from the date of joining and your confirmation would be dependent on satisfactory completion of your probation period.

The management has the right to extend the probationary period, stipulated in this letter of appointment, in case of unsatisfactory work or otherwise, unless the services are otherwise terminated within or on completion of the probationary period.

**4. TRAVEL**

You may be required to travel to offices or subsidiaries of Auskeny anywhere in India.



Auskeny Software Private Limited  
Office no: 6/105, First Floor, Shri Chhatrapati Shivaji Maharaj  
Dhole Patil Road, Opp Ganesh Mandir  
Pune, Maharashtra, India +912001  
CN: UFF2900MH0014PTC258  
www.auskeny.com | email at hr@auskeny.com  
Landline No: 20-48612479

*Dr. D. B. Bharati*  
Director  
Rajgad Dnyaneshwar's  
Rajgad Institute Of Management  
Research And Development  
Shankawadi, Pune- 43



## 5. CONFLICT OF INTEREST

You shall not at any time during your employment with the company, either directly or indirectly expect in the specific instance of prior written consent from your superior in the Company, engage or interest yourself, whether for reward or gratuitously, in any work or business other than that relating to your responsibilities in the company, or undertake any office, notwithstanding that such outside business may or may not interfere with the performance of your duties in the company.

You will not engage in any other employment, including part-time lecturing and/or the directorship of any other establishment without the prior written consent of the Directors.

## 6. CONFIDENTIALITY

You will be expected to maintain confidentiality associated with your work and all the information that will be in your possession whilst in employment. Any breach of this work behaviour would attract very severe disciplinary action.

## 7. RULES AND REGULATIONS

You shall abide by the rules and regulations of the Company, which are in force and/or may be framed from time to time.

## 8. SAFETY OF COMPANY ASSETS AND LIFE

You shall be responsible for the safe-keeping of all the company's property and observance of all safety protocols failing which the company reserves its right to take appropriate disciplinary action against you. The disciplinary action may include fine or termination from the services of the organization depending on the extent of the misconduct.

## 9. PERSONAL INFORMATION

You shall keep the company informed of any changes in your residential address or civil status.

## 10. LEAVING AUSKENY

### • Resignations

If for any reason you wish to resign, please talk it over with your manager before making a final decision. Many problems can often be resolved through such discussions. However, should you finally decide to leave, a letter of resignation



Auskeny Software Private Limited

Office no: B/105, First Floor, Shankar Parvati Chambers  
Dhole Patil Road, Opp Ganesh Mandir  
Pune, Maharashtra, India - 411001

CIN: U72900MH2014PTC258441

www.auskeny.com | email at: info@auskeny.com

Land line no: 020 48611439





must be forwarded to your manager with a copy of HR department. Either you or the company may terminate the contract of employment by giving notice period of salary in lieu of such notice.

- **Notice Period**

You have **one month** of notice period starting from the date of your resignation. As the purpose of the notice period is to source for a suitable replacement candidate and facilitate proper handling over of the resignee's duties you may not offset any outstanding annual leave against the requisite notice period unless your manager grants approval. Similarly, the notice period shall not be reduced or offset by other forms of leave such as marriage leave, maternity leave, etc.

15 days notice period is applicable to all the probationers.

- **Termination of Employment**

Your services may be terminated on the following grounds:-

- You are deemed to have breached your contract of service with the company if you have been continuously absent from work for more than four days without prior leave from the company at the earliest opportunity during such absence. Under such circumstances, you will be required to pay the company salary in-lieu of the notice period.
- Due to redundancy or by reason of any re-organisation of the company's business.
- Depending upon the severity of the misconduct, you may be subject to disciplinary action which may lead to dismissal without notice or payment in lieu. Examples of wilful misconduct are stipulated under the clause on "Dismissal".
- The level of performance and execution of your duties and responsibilities have been unsatisfactory or deteriorated considerably over an extended period of time for which you have been appropriately cautioned.

- **Dismissal**

An employee may be dismissed without notice of payment in lieu of notice on the grounds of wilful misconduct, which includes but are not limited to:-

- Assault, fighting at work place or other actual / implied physical threat to fellow colleagues.



**Auskeny Software Private Limited**

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Pune, Maharashtra, India - 411001

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Land line no: 020 48611439





AUSKENY

- Serious violations of company rules and code of ethics including disloyalty breach of confidentiality, or actions which could bring the company into disrepute.
- Unauthorized possession of company property.
- Abusive or gross insubordinate behaviour.
- Possession and / or use of alcohol and / or drugs at work place.
- Gambling during working hours.
- Wilful disobedience to a lawful and reasonable order to that had been given by your supervisor.
- Negligence which could jeopardize the safety of fellow colleagues or security of company.
- Falsifying wage or other reimbursements.

Any act of dismissal will be preceded by due investigation and inquiry on the part of the company to establish the grounds for the alleged offence and justification for the dismissal. During such inquiry, you may be suspended and placed on half pay for not more than one week. If the inquiry does not disclose any misconduct, the wages withheld will be refunded to the employees.

In case of a dismissal, the following steps are to be immediately followed by the Manager of the dismissed employee:

- Security access card to be collected.
- Hardware / Software / Equipment in employee's possession to be collected.
- Library books and keys to lockers & Cabins to be collected.
- A date has to be set to settle accounts and account related issues.
- The employee has to be informed as to whom his, documents, etc are to be handed over.

The manager has to ensure that all of the above activities are completed before the delinquent employee heaves the office premises, on obtaining the dismissal orders.

#### • Relieving Letter & Checklist

Relieving letter will be issued to the employee only after acceptance of the resignation letter and receipt of the clearance certificate by HR department. Ensure that the dues checklist is submitted to the HR Department duly signed by your manager and Administration, on cessation of your service. Settlement of account cannot be made without this checklist.



#### ON LEAVING AUSKENY

**Auskeny Software Private Limited**  
Office no: E/105, First Floor, Shankar Parvati Chambers  
Dhole Patil Road, Opp Ganesh Mandir  
Pune, Maharashtra, India - 411001

CIN: U72900MH2014PTC258441  
www.auskeny.com | email at: hr@auskeny.com  
Land line no: 020 48611439





AUSKENY

Management has the right to take appropriate legal action on violation of any of the following:

- You should not work on any projects related or similar to the projects you were assigned to at Auskeny for a period of six (6) months, from the date of receiving the relieving letter.
- You should not work with any of Auskeny's clients, past or present, for a period of three (3) years from the date of receiving the relieving letter.
- You should not reveal any information related to the company and its clients to any outside agencies.
- All copies of information in any form, assets and other property of the company regardless of being within the company premises or outside must be returned to the company. In the event of violation of above, appropriate action will be taken.

## 12. TRANSFERS

The company may at its discretion expose you to other area of responsibilities which may result in your transfer to another position or department. Such transfer will not affect the terms and conditions of your employment, unless otherwise stated.

We wish you all the very best in all your endeavours and should you need any clarification, you may get in touch with the HRD.

Please sign the attached copy of this letter and return it to us as a token of your acceptance.

For Auskeny Software Private Limited

*G.P. Singh*



Giridhar Prasad Singh  
Director

I accept the above terms and conditions.

Signature

Date:

Auskeny Software Private Limited

Office no: B/105, First Floor, Shankar Parvati Chambers  
Dhole Patil Road, Opp Ganesh Mandir  
Pune, Maharashtra, India - 411001

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Land line no: 020 49611439



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14<sup>th</sup> Jan 2019

To  
Mr. Priyanka Kale,  
Pune.

Subject: Offer of Employment

Dear Priyanka,

We are pleased to confirm our offer of employment to you with **ThingsMeet Solutions Private Limited** as per the terms and conditions given below:

1. Your role in the company will be **Operations Executive**.
2. You are expected to join duty on or before **Jan 16<sup>th</sup>, 2019**. Your present posting will be at our office in **Pune**. However, you may be posted to any location within India or outside India based on the company need.
3. You will be paid gross emoluments of **Rs 2,95,904/- per annum**. The breakup is provided in **Annexure 1** below. The company management reserves the right to change the emoluments at its own discretion at any time in future.
4. Your regular work timings will be **9:30 am to 7:30 pm - Monday to Saturday**. (The 6 day work week may be adjusted as per company requirements) You may be required to spend time beyond these hours based on the work need.
5. You will come to work dressed neatly - in formals / semi formals, daily.
6. You will be on probation for an initial period of **three (3) months** during which your performance and role fitment will be assessed. The probation period may be extended at the discretion of the company. On successful completion of your probation, you will be confirmed in an appropriate role.
7. **Termination Clause:**
  - a. During probation period, your services are terminable with **30 days'** notice on either side. If you want to terminate employment with company during probation period, you will be required to give a minimum of 30 days' notice, to enable smooth transition and transfer of knowledge. The actual date of release will be mutually decided with the consent of ThingsMeet Solutions management and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 30 day period. This minimum notice of 30 days cannot be adjusted with payment in lieu of notice.
  - b. The minimum notice period to terminate employment post confirmation will be **90 days**.
  - c. In the event of your working behaviour and conduct found to be unsatisfactory at any time during the course of your employment with our organization, your services shall be liable to be terminated without notice or compensation in lieu of notice.

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute of Management  
Research and Development  
Ghankawadi, Pune-43



Subject to Pune Jurisdiction

Ref: SK/2018/CL/O1737

Date: 24-01-2019

To  
Mr Vikrant V Kokate  
Project Sales-Pune

**LETTER OF CONFIRMATION**

Dear Mr Vikrant,

Sub: Confirmation

This refers to our letter of appointment dated 25-01-2019 appointing you as "Sr. Executive" in our Executive Cadre Grade-M-2 under Project Sales Division.

We are pleased to confirm your services in the Company with effect from 31<sup>st</sup> July 2019

All other terms and condition of your employment remain unchanged.

Kindly sign the duplicate copy of this letter and return it to us for our records.

For WILO Mather and Platt Pumps Pvt. Ltd.

  
Sunil Kode  
Head - Human Resource

  
(Vikrant V Kokate)

  
**Dr. D. B. Bharati**  
Director  
Rajawade Dnyanesh's  
Rajawade Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



Date: 10<sup>th</sup> March 2019

LETTER OF OFFER OF EMPLOYMENT – Account Executive

Dear – Mr. Vinod Ganesh Maske

Following our recent discussion we Are delighted to offer you the position of Account executive with M/s Rajendra infotech.

You will become part of fast –paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of M/s Rajendra infotech team we would ask for your commitment to deliver outstanding quality and results that exceed client expectation .in addition, we expect personal accountability in all the products, actions, advice and results that you provide as a representative of M/s Rajendra infotech.

We are confident you will find this new opportunity both Challenging and rewarding. The following points outline the terms and conditions we are proposing

Title : ACCOUNTANT  
Job Description : All account related  
Start Date : 1<sup>th</sup> March 2019  
Salary : : 2.16 Lakhs P.A.  
Probation : : Six months  
Hours of Work : 9 hours Monday to Saturday  
Reporting : Mr. BHARAT KUMAR

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

Sincerely

For RAJENDRA INFOTECH

RAJENDRA INFOTECH

Proprietor





15-MAY-2019

Date of Appointment

Mr. Sarthak Salunkhe  
TCS - Ahmedabad

Dear Mr. Sarthak,

Further to your acceptance of our offer letter vide TCSL/DT20163657198/Ahmedabad dated 24-Mar-2019 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 15-MAY-2019 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1389293.

Yours sincerely,  
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN  
Head Talent Acquisition - India

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

**Dr. D. B. Bharati**  
Director

Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



Date: 4-Jun-2019

Mr Rahul Wagh,  
Resi -S no. 670/71 Room no. B/39/3 Indira Nagar  
Lower Bibwewadi  
PUNE-411037.

**Subject: Employment Letter**

Dear Rahul,

We are pleased to inform that you have been selected for employment with Syntel Private Ltd as Officer KPO ( E0). Your total emoluments are Rs. 165000/- per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or You ceasing to report for work with the Company within the said period of 12 months. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

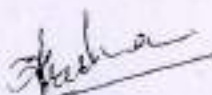
The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on 5-Jun-2019, at 9.30 am at the following address: Unit S -4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.

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

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

Yours sincerely,  
For Syntel Private Ltd.



Adarsh Krishna

Head - Global Recruitment Cell

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

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on \_\_\_\_\_ Date & Signature \_\_\_\_\_

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Bhankewadi, Pune- 43



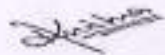
## Annexure A – Remuneration Details

Name: Mr Rahul Wagh  
 Designation: Officer KPO  
 Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
<b>Salary &amp; Allowances</b>		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
<b>Total Salary &amp; Allowances (A)</b>	<b>12623</b>	<b>151476</b>
<b>Company's Contribution to Provident Fund (PF) (B)</b>	<b>1127</b>	<b>13524</b>
<b>Total Cost to Company (CTC) C = (A+B)</b>	<b>13750</b>	<b>165000</b>

**Notes:**

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.



Adarsh Krishna  
 Head - Global Recruitment Cell



## Annexure B – Terms and Conditions

The Employee shall be governed by the following Terms and Conditions of Service during the employment with Company (herein referred as "Company / the Company") and ("Employee") and may be amended from time to time. These Terms and conditions, the Employment letter/contract and any other Policies and guidelines that are provided by Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications shall all be termed as "Terms of Employment" and the Employee shall abide by the same at all times during the terms of employment and beyond to the extent such terms survive the employment term.

### 1.0 Statement of Facts

The appointment is being made in reliance of the contents in the Employee's resume and other information provided by the Employee during the course of interview and mutual discussions. Any data, which is not in consonance with the information provided by the Employee, shall result in termination of employment forthwith and the Employee shall indemnify Company in full, for any losses suffered by Company. Company reserves the right to make suitable formal/informal checks with the educational institutions and previous employers of an Employee at its own discretion and the Employee shall be deemed to have consented Company to do so.

### 2.0 Former Employer

In the event of an Employee becoming party to any proceeding/(s) brought by any former employer at any time during or after his/her employment with company, Employee recognizes and agrees that he/she shall have full and sole responsibility of responding to such action or proceeding and that Company shall have no responsibility to participate in Employee response to such action or proceeding whether at Employee's own costs or otherwise. The Employee agrees that he/she is not expected at any time disclose, to Company or its directors, officers or agents, the trade secrets or any other confidential information of his/her former employer or any other entity.

The employee undertakes to intimate Company that he / she is not subject to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict his/ her scope and ability to work in any way for Company.

The employee undertakes to mention that he / she is not bound by any previous agreement in any way whatsoever from his / her previous employment. In the event of any employee having any obligation binding from his previous employer, the employee undertakes to declare and hold Company harmless and not responsible thereby releasing Company from any such dispute related to his previous employment.

### 3.0 Work Related

3.1 The Employee will devote his/her full time and attention to the duties assigned by Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, without the prior written permission of Company.

3.2 The Employee will use his/her best efforts in the performance of employment duties assigned from time to time and at all times, act in good faith and in the best interests of Company. The Employee will comply with all rules, regulations and procedures established by Company in fulfilling his/her duties while in employment at Company.

3.3 Company is fully entitled to place the Employee at any of its location in India or abroad or at Company's customer location in India or outside India as Company deems appropriate based on its business need. The Employee is also subject to any transfer by Company on a temporary or permanent basis to other job functions, departments or locations or entities within Company, based on Company's business needs, and the Employee shall have no objection whatsoever to such transfers or assignments made. Any rejection or non-acceptance by the Employee shall be deemed to be a breach of the Terms of Employment and subject to action including but not limited to termination of employment by Company.

3.4 On successful completion of training or probationary period, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a notice period of three months, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company. During the probationary period for lateral hires, the notice period shall be one month.

3.5 The Employee will retire from Company's services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by Employee in his/ her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which Employee was born.

### 4.0 Misconduct

Please refer to the List of Misconducts section in the HR Policy Manual for farther details.

### 5.0 Availing/ Grant of Leave/ Unauthorized Leave

5.1 The Employee will be eligible for leave as per the Policy announced by Company from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. Company reserves the right to cancel any approved leave for reasons of business requirements and the Employee is expected to provide full co-operation and adhere to Company's such requests. Company is also entitled to Suo Moto, asks Employee to go on leave for such number of days and on such terms and conditions as intimated to the Employee by the HR Department without assigning any reason to the Employee for such action or inaction by Company.

5.2 Any un-authorized leave or excess leave by an Employee will enable Company to terminate the contract of employment of such Employee for reasons so cited without any further action by Company.

### 6.0 Software and IPR related



6.1 The Employee is strictly prohibited from using or bringing in or installing or downloading any unauthorized / infringed copies of

Software or products into the office premises (also includes work place at Company/s/ its client's office premises) or on Company or client provided computers and equipment. No product or software shall be procured, used or installed from any external sources or Copying software from one computer system to another without the prior written approval by Company/s/ or its client's appropriate authority for Information Security protection and any non-compliance shall be considered a serious breach with punitive penalties and action. The Employee shall also not violate any terms of any of the products or licenses that are provided to the Employee for use by Company or its Client as part of the job assigned to him from time to time, and protect Company's and its client's (including any third party's) intellectual property rights ("IPR") and adhere to applicable laws/regulations including IPR related rules and regulations of Company / its client's.

6.2 Any violation or breach of the terms of IPR rights of Company /its clients or infringement of their IPR rights otherwise shall be considered a material breach of Terms of Employment and Company is entitled to take strict action against the erring Employee and claim damages, costs and expenses of rectifying such breach including criminal action and termination of employment contract. Employee shall read and understand Company's/ its Client's Information Security Policy/ IPR related rules & regulations and fully adhere to the same during the term of employment and thereafter to the extent any obligations survive termination of employment.

6.3 The Employee agrees to inform Company, full details of all the inventions, discoveries, concepts and ideas (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of Company, and which relate to the present or prospective business, work or investigations of Company; or which result from any work the Employee does, using any equipment, facilities, materials or personnel of Company; or which has or have been developed by the Employee or under the Employee's supervision, or which results from or are suggested by any work, which the Employee does or may do for Company.

6.4 The ownership of all "Developmental" work and documentation created by an Employee shall from the moment of its creation, vest in Company. Thus, the Employee agrees to assign and hereby assigns to Company / Company's nominees, agents, etc., Employee's entire right, title and interest in: -

- all Developments;
- all trademarks, copyrights and mask work rights in the Developments; and
- all patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of Company or within two (2) years of the end of their employment (if conceived as a result of their Employment)

6.5 The Employee acknowledges existence of Company " s/ its clients present and future products, know how, processes, software products, programs, codes, documentation and flowcharts in any form and agrees to abide by the procedures of the Copyright/ Trademark/ Patents/ Designs/ other IPR laws in force in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of Company / its clients as the case may be.

6.6 The Employee agrees to assign to Company his/ her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/ her employment with Company relating to any and all products/ services/ software/ software tools, marketed or manufactured or developed and that the Employee will perform any acts and execute such documents without expenses to the Employee which, in the judgments of Company or its attorneys may be needful or desirable to secure to Company, patent/ IPR protection and any/ all rights relating to such invention or improvement.

6.7 The Employee acknowledges and agrees that all of the Company / its client's Confidential Information, sensitive data and work product developed as a result of the Employee's engagement by Company / its client, including, in each case, any derivative works thereof will remain, the property of the Company / its client as applicable. Any work product, materials or deliverables developed as a result of Employee's engagement by Company / its client shall be considered "works made for hire," and to the extent that exclusive title and ownership rights may not originally vest in Company /its client, as contemplated hereunder, the Employee shall irrevocably assign, transfer and convey to all rights, title and interest therein.

#### **7.0 Non-Solicitation / Non-Compete / Non-Diversion**

7.1 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of Company, directly, indirectly, or through any other party, solicit business from or perform services for any direct or indirect Company customer or any prospective Company customer whom the Employee had any contact with or exposure to, at any time during the term of this Employment Agreement.

7.2 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of Company, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project / assignment in Offshore or Onsite client engagement where Company is already working for the same client and where the Employee had been engaged in a project with the customer/ client organization for a period exceeding two weeks.

7.3 During the term of this Employment Agreement and for a period of two (2) years subsequent thereto, the Employee will not, without the prior written consent of Company, directly, indirectly, or through any other party, solicit, offer to, or accept the employment of, persons who are then, or were, during the previous six (6) months, employees of Company or any Company subsidiary / associate / affiliate company.

7.4 This two (2) year period as stated in aforesaid clauses shall automatically be extended by any period of time commencing with Company's demand of Employee for compliance with this provision and the ultimate resolution of that demand either by agreement of Company and Employee or by court order.

#### **8.0 Specialized Training & Knowledge Acquisition**

8.1 If the Employee has to undergo any specialized training in Company or as arranged by Company the Employee will have to





undertake a separate Training Agreement to serve Company for a specific period that Company deems necessary, from the date of

Commencement of Employee's services. During this training period if the Employee's performance is found to be unsatisfactory, Company reserves the right to terminate the Employee from employment.

8.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance or support, the Employee will be understood to have gathered intellectual property on behalf of Company, for a minimum period of six months from the date of return to India from the Onsite engagement. This clause does not apply in the event that the Employee is transferred, within Company, to another client engagement where the value of the initial knowledge acquisition has diminished and therefore does not constitute knowledge attrition.

#### **9.0 Confidentiality**

9.1 In connection with the Employee providing certain products and/ or services to Company, and/ or on behalf of Company, the Employee will have access to information concerning Company and Company's clients. As a condition to the Employee being given access to such information, the Employee agrees to treat any information concerning Company and/ or Company's clients (whether prepared by Company, its advisors or otherwise) which is furnished to the Employee by or on behalf of Company and/ or Company's clients (herein collectively referred to as the "Confidential Information") in accordance with the provisions of all policies and to take or abstain from taking certain other actions herein set forth. The term "Confidential Information" does not include information which (i) is already in the Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than Company and/ or Company's clients. The Confidential Information shall be solely used for the purpose of and on behalf of Company and the Employee further agrees that disclosure of the same shall be with prior permission of Company.

9.2 Employee acknowledges that Company / its clients are subject to certain privacy and information security laws and regulations, pursuant to which Company / its clients are required to ensure that the Employee appropriately safeguard personal or financial information regarding Company / its client's former, current or prospective clients or employees ("Sensitive Data"). Employee agrees that it will (a) not use any Company and/ or its client's Sensitive Data except to the extent necessary to carry out the obligations for which the Employee is engaged by Company / its client and for no other purpose, (b) not disclose Company and/ or its client's Sensitive Data to any third party without the prior written consent and subject to the further requirements of this Section, (c) as applicable, employ administrative, technical and physical safeguards to prevent unauthorized use or disclosure of Company / its clients Sensitive Data, (d) promptly provide information as Company / its client may request relating to oversight obligations under applicable laws and regulations, (e) in the event of any actual or apparent theft, unauthorized use or disclosure of any Company / its client Sensitive Data, immediately commence all reasonable efforts to investigate and correct the causes and remediate the results thereof, and (f) as soon as practicable following discovery of any event described in clause (e) hereof, provide Company / its client notice thereof, and such further information and assistance as may be reasonably requested.

9.3 The Employee agrees to promptly re-deliver to Company, upon request, all Confidential Information including all Intellectual property rights; whether registered or unregistered, on any tangible media and that the Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agree that breach of this confidentiality clause could cause irreparable harm to Company and that Company shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

9.4 From time to time, Company's customers/ clients and/ or other Company's general business requirements may want Employee to sign special Non-Disclosure Agreements ("NDA"). These NDA's may be process/ client specific or could represent a new regulatory requirement.

#### **10.0 Arbitration**

All disputes or differences what so ever arising between the parties hereto or out of or related to this contract or the construction or meaning and operation or effect of this contract or the breach thereof shall be settled by a single arbitrator appointed by Company, in accordance with arbitration rules/ regulations as are in accordance with the Arbitration & Conciliation Act, 1996 (and any statutory modification or re-enactment thereof) and the award made in pursuant thereof shall be binding on both the parties hereto. The Employee or Company may demand arbitration by giving a written notice to the other party stating the nature of the dispute/ difference.

#### **11.0 Governing Law**

The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian Laws and adjudicated upon by a competent Court in Mumbai.

#### **12.0 Remedies**

12.1 Notwithstanding Clause 11 above (Arbitration clause), the Employee agrees that his/ her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and Company, will cause Company immediate and irreparable harm and that Company, in addition to all other remedies available to it, shall be entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.

12.2 Remedies for damages incurring prior to Company's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damages, attorney's fees and other compensation related to the action.

#### **13.0 Others**

13.1 The Employee will also be covered by Company's Medisclaim and Accident Insurance Policy as per its rules/ regulations.

13.2 The Employee should inform Company on any change in his/ her temporary/ permanent address within 10 (ten) working days of such change occurring.

13.3 Reference Checks or background checks may be conducted by Company at its sole discretion and its sole discretion to authenticate the details



furnished by the candidate during the interview.

13.4 Medical Check prior to appointment will be conducted only if the Customer / client for a specific project/ process emphasizes on such checks as a pre-requisite. A Medical Self declaration will be taken from the prospective employee before joining Company, which will be an undertaking of his/ her, medical fitness.

13.5 Employee's appointment and its continuance is subject to he/ she being found and remaining medically (Physically and mentally) fit. Company reserves the right to ask Employee to undergo medical examination as and when considered necessary. If the Employee is not medically fit to perform the obligations/ duties as an Employee Company reserves the right to terminate the employment as continued medical fitness is a pre-condition for continued employment.

13.6 The employee also declares that he / she has not been convicted, pleaded guilty or nolo contendere, for violating any central, state or local law, regulation or ordinance nor has any criminal charges presently pending before any court of law.

13.7 The employee undertakes and agrees to mention that he / she would conduct himself / herself with the highest standards of integrity, honesty and fairness to avoid any conflict between his/her personal interests and the interests of Company. The employee further states that he /she does and would not have any direct or indirect interest in a competitor, customer/client or vendor/supplier of Company to the extent or nature that it affects, or appears to affect, the employee's responsibilities to Company. The interest shall also apply in the manner of seeking or accepting any form of benefit, gift, privilege, financial interest, employment with or become directly or indirectly involved as an independent contractor, consultant or otherwise with any Company competitor/client/vendor . The employee shall not personally take advantage of a business opportunity rightfully belonging to Company or derive personal profit, gain or advantage (other than rightful compensation from Company) as a result of any transaction undertaken on behalf of Company.

13.8 On matters not specifically covered in the Terms of Employment, the Employee shall be governed by Company's service rules, practices, etc. which are liable for modifications, additions, total or partial withdrawal, suspension/ revocation, etc. from time to time. Company's decision on all such matters shall be final and binding on the Employee.

**14.0 Severability**

If any clause in this employment agreement/ the Terms of Employment is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this agreement will continue in full force and effect as if this agreement/ the Terms of Employment had been executed without such invalid provision/s.

**15.0 Clarifications**

For any further clarifications about the above clauses or any interpretation of the above clauses, the Employees shall approach the Human Resources team at the earliest.

The Employee is requested to produce all the documents in original as mentioned in the checklist attached, on their date of joining.

For Syntel Private Limited,

I have read and confirm myself to be  
Bound by the terms of these Terms and Conditions as part of  
the Terms of Employment agreed to

Signature & Date.....

Adarsh Krishna

Employee Name.....

Date.....

Emp ID.....



# ITSource

© **ITSOURCE Technologies LTD.**

702, A Wing, Osho Center, Green Road, Behind Landmark Bldg., Off. Andheri  
Kurla Road, Sector (East), Mumbai - 400015  
Tel: +91 22 42223600 Fax: +91 22 42223601  
Web: [www.itsourceindia.com](http://www.itsourceindia.com)

Ref.: - IT/HR/26224  
**16 Aug 2019**

Mr. Akash Veer  
Shakuntala Nivas Chaitnya Nagar Near Bharti Hospital Pune-411043  
Tel.No.: 8087450370

**Subject: -Offer Letter.**

Dear Akash,

This refers to your interview with us; we are pleased to offer you the position as *Desktop Engineer L2 w.e.f 19 Aug 2019.*

Your compensation package is mentioned in Gross Emoluments Sheet.

You will be under probation period for *One Year.*

We welcome you to the *ITSOURCE* family and hope for a long and happy association with you in the future.

Yours faithfully,

For **ITSource Technologies Ltd.**



**Authorized Signatory**

**Note:** As a part of company's joining formalities, a complete verification of your identity / Document verification and your background screening would be done. On successful submission and verification of your documents, background check, you shall be issued Letter of Appointment from the company. In case if any of the verification turns out to be negative at any point of time, your appointment with the organization shall be terminated on immediate basis.

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43





December 04, 2019

Viren Aher

90059468

Executive

Pune


Dear Viren,

This has reference to the Appointment Letter issued by the Company to you. Company would like to inform you that the terms and conditions of termination clause of your Appointment letter has been revised as mentioned below.

"In case of absence for a continuous period of 5 days (Including absence when leave applied for and is not granted or when you overstay the period of sanctioned leave by 5 days), you would lose lien on the post and your appointment shall automatically come to an end without any notice"

The above amendment is applicable with immediate effect. The other terms & conditions of the appointment letter remain unchanged. This amendment is to be considered as an integral part of the terms and conditions of your employment with the Company.

For Vodafone India Service Private Limited

  
Anurag Agarwal  
Deputy General Manager – Human Resources

I hereby accept the terms and conditions mentioned in the letter.

Signature and Date

Vodafone India Services Private Limited  
Vodafone House, Corporate Road  
Pinkalbatnagar, Off S.R. Highway  
Ahmedabad - 380051, Gujarat, India  
T +91 79 71003821, F +91 79 9087604329

  
Dr. D. B. Bharati  
Director  
Rajgarh Nyanpeeth's  
Rajgarh Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





Date: 1<sup>st</sup> March 2019.

**Ms. Ujawala Namdev Lokare**  
**Pune.**

Dear Ms. Ujawala,

RE: Accounts Assistant

We are pleased to confirm our offer of employment as Account Assistant. Your employment shall be review every six months as per the commitment & dedication expected.

Your employment will start on 1<sup>st</sup> March 2019 based at Shop No. 2, Janki Corner, 1007 & 1009, Sadashiv Peth, Pune 411030.

You will receive a salary of Rs. 10,000/- payable monthly in arrears. Leaves, absentees, advances, etc, shall be deducted accordingly and be paid directly in your bank account.

Your normal working hours will be 10 AM to 7 PM from Monday to Saturday, excluding time taken for meal.

Being a field job you shall be entitled to 5,00,000/- accident insurance policy. The premium shall be borne by the company till you are a part of our company. Apart from the above insurance, the company shall not be liable/responsible to pay/reimburse/compensate any kind of consideration in case of any eventuality.

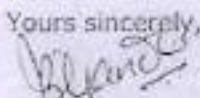
Leave shall be considered on receiving leave application 4 days in advance.

Kindly enclose your photograph, driving license, aadhar card, PAN card & employees form filled to the admin manager on joining.

We wish you well in your post and if you have any queries about the above or anything clarified in your role kindly contact Mr. Sharad Ghodekar/ Mr. Pranav Gandhi.

We look forward to you to joining us.

Yours sincerely,

  
Pranav Gandhi

Director



  
**Dr. D. B. Bharati**  
Director

Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Zenith Enzymatic  
Dhankawadi, Pune- 43





Request No : 0000045724

Date : April 13, 2019.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Chetan Supekar (Emp No.00672375) Associate, is an employee of Wipro Limited since April 13, 2019.

This certificate is issued at employee's request.

For Verification of this letter, you can get in touch with [referencelatters.wipro@wipro.com](mailto:referencelatters.wipro@wipro.com)

For WIPRO LIMITED

Mathews Abraham

General Manager & Head - HR Shared Services

**Dr. D. B. Bharati**  
Director  
Rajgo Dnyanpeeth's  
Rajgo Institute Of Management  
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Dhankawadi, Pune- 43

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15-MAY-2019

Letter of Appointment

Mr. Akash Shelar  
TCS - Ahmedabad

Dear Akash Shelar

Further to your acceptance of our offer letter vide TCSL/DT20163657198/Ahmedabad dated 24-Mar-2019 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 15-MAY-2019 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1389293.

Yours sincerely,  
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN  
Head Talent Acquisition - India

**Dr. D. B. Bharati**

Director

Rajawade Dnyanpeeth's  
Rajawade Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

TCS House, Naraina Street, Fort, Mumbai-400 021, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9030 Website: www.tcs.com  
Regional Office: Regional Building, 10th Floor, Ameerli, Pune, Mumbai, 411 017





## Worldwide Oilfield Machine Pvt. Ltd.

Office : 82, Parvati Towers, Flat No. 26, 6th Floor, Parvati, Pune - 411 009 (INDIA)  
Tel : (020) 24423832, 24428279 Fax : 24423873  
Works : At & Post Vela, Gat No-778, Tal. Bhor, Dist. Pune - 412 205 (INDIA)  
Tel : (02113) 252422, 252499, 304200 Fax No. : 304300.



Ref. No. :

Date :

Date: 18.02.2019

WOM/HR & IR/12

To,  
Mr. Mane Nitinkumar Gulab  
Kamble Building  
Dhankawadi Pune-43

Sub : Appointment Letter For Probation.

Dear Mr. Mane,

With reference to your application for employment and subsequent interview, you had with us, management is pleased to appoint you as "Jr. Engineer-Q.A." w.e.f. 18.02.2019 on following terms and conditions. You shall be report at our Works (address given above)

1. You will be paid salary as follows per month :

Basic Salary	-	Rs	6250-00
House Rent Allowance	-	Rs.	1250-00
Conveyance allowance	-	Rs	1875-00
Educational Allowance	-	Rs.	1875-00
Other Allowances	-	Rs.	1250-00
<b>Total</b>	-	<b>Rs</b>	<b>12500-00</b>

2. You shall not be eligible for annual benefits unless and until informed to you in writing.

3. You shall be on Probation in the first instance for a period of Six Months from the date of joining. At the end of the probationary period, if your services are found satisfactory, of which the company shall be the sole judge, the company may, but is not bound to confirm your services. Until you are informed in writing that your services are confirmed, you shall continue to remain on probation but probation period shall be maximum one year. During the period of the probation your services may be terminated without any notice or salary in lieu thereof. If your services during the probation period are found to be unsatisfactory, your services shall be terminated without any notice. However, the company may, extend your probationary period as it may deem fit time to time.

4. During the period of probation, you shall not be entitled to avail of any leave and other benefits. In case you remain absent, you shall not be paid your salary for the period of such absence. After Confirmation You will be eligible for leave i.e. w.e.f. Date of Confirmation, according to the rules of the company for the time being in force.

5. Shallful absenteeism without prior and proper permission of the management in writing or its overstay without first getting it sanctioned shall be treated as misconduct.

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43







## Worldwide Oilfield Machine Pvt. Ltd.

Office : 82, Parvati Towers, Flat No. 28, 6th Floor, Parvati, Pune - 411 009 (INDIA)

Tel : (020) 24423832, 24428279 Fax : 24423873

Works : At 5 Post Velu, Gat No-778, Tal. Bhor, Dist. Pune - 412 205 (INDIA)

Tel : (02113) 252422, 252499, 304200 Fax No. : 304300



Ref No. :

Date :

15. Any change in your residential address shall be notified by you in writing forthwith to the company. All communications shall be addressed to you on last address notified by you and it shall be deemed for all purposes that you have received such communications sent to you within the normal time taken by the postal authorities.

16. Your appointment as "Jr. Engineer-Q.A." is subject to your producing all the documentary evidences and certificates (along with original copies for verification) of your age and qualifications as stated by you in the employment application form and your bio-data. Please also bring two copies of your latest photograph of passport size.

17. You shall retire from the services of the company on attaining the age of 58 years. However, it would be open for the company to determine the employment at any time in the event of your becoming, from any cause incapacitated by any period longer than three months from properly discharging (of which company shall be the sole judge) your duties.

18. It is clearly understood and agreed that if any statement made by you in your application is found to be false or erroneous and / or has any omission which tends to mislead the company, it shall be sufficient cause for termination of your service with the company at any time during your employment.

19. Upon cessation of your employment, you shall return to the company all tools, spares, documents, drawings and any other property thereof belonging to the company at the time which may be in your possession.

If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you, confirming your acceptance.

We take this opportunity to welcome you to the organization and hope that your association with us shall prove of mutual benefit.

Thanking you,

Yours faithfully,

For Worldwide Oilfield Machine Pvt. Ltd.

AUTHORISED SIGNATORY

I have carefully read the terms and conditions of my employment and I have understood the same and accept them entirely. I shall have joined the services of the company with effect from 18/02/2012.





## Letter of Appointment

Date: 20 Jan 2019.

Name: Gaurav K. Shah

Address: 99, Somwar Peth Karad

Dear: Gaurav K. Shah

Appointment As: Management Head

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position with our company effective from Jan 2019, under the following terms and condition :

**1. Salary**

Your salary will commence at Rs.-14,000 per month.

**2. Working Hour:**

Your working hours will be as follows:

Mon - Fri: 10 a.m. To 8 p.m.

Lunch Break: 1 p.m. To 2 p.m.

Authorized Signatory

**Dr. D. B. Bharati**  
Director

Rajgad Dnyanpeth's  
Rajgad Institute Of Management  
Research And Development  
Bhankawadi, Pune- 43

"Vardhman" Plot No.206, Mangalwar Peth  
Opp. To Erram Hospital Krishna Naka, Karad:

788 788 9095 / 96



HOTEL  
**UTSAV**  
DELUXE

Date: 15.05.2019

To,

MS. AISHWARYA GAIKWAD  
PUNE

Ref: LETTER OF APPOINTMENT

We are pleased to confirm your appointment to the position of Asst. Accountant in our Admin Department. You will be based at our Pune office.

**Appointment Date**

You will commence duties on date. 01.05.2019

**Earnings**

You will be remunerated by the payment to you of a salary of Rs. 14000/- per month. Subject to deductions for:

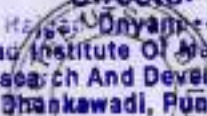
1. EPF
2. ESIC
3. PT
4. Other Deduction as per law.

This letter of appointment will accompany, and form part of a Suite of documents recording, inter alia, the terms and conditions of your employment and the company's policy on various matters; which policies may from time to time be altered or amended by the company at its discretion.

Yours sincerely

  
**Dr. D. B. Bharati**  
Director  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43

**MANAGER**  
HOTEL UTSAV DELUXE  
PUNE-411 037

  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



1, Chaphalkar Centre, 692 / 693, Market Yard Road, Pune - 411 037.

Tel. : +91 - 20 - 67217600, 24215151 Fax : +91 - 20 - 24211133 E-mail : utsavmanager@gmail.com

www.hotel.utsavpune.com

Dated: 2<sup>nd</sup> March '19  
Gauri Kakade

Dear Gauri,

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

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

The validity of this offer is conditional upon receipt of your acceptance to this offer and based on your joining on **March 2<sup>nd</sup> 2019** as mutually agreed.

The terms and conditions of this offer for employment are:

**1. Remuneration**

- a) Your annual cost to company remuneration package will be **INR 3,30,000.00/- per annum**. A detailed break up of your annual gross salary is given in 'Annexure A'
- b) Salary will be paid into your salary account by the last day of each month.

**2. Increments and Promotion**

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

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

**3. Probationary Period**

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

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

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

**4. Place of Work**

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

Confidential, not to be disclosed.

Page 1 of 7



*H. Shauk*  
**Dr. D. B. Bharati**  
Director  
Rajgaj Dnyanpeeth's  
Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



K. D. Chavan Auditorium  
 1st Floor, 116/117, 118/119 Road  
 Near Sankar Ashra Chawl  
 Pune - 411001  
 Tel: 020 3090 9000

Date: 18 Feb 19

Name : Suvarna Gaikwad  
 Location : PUNE  
 Resume ID : R0032433

**OFFER LETTER**

Dear Suvarna

Thank you for meeting us.

Based on your resume and the interview you had with us, we are pleased to make you an offer of appointment as **Assistant Manager** on deputation to our CLIENT on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary. The **Net Salary (in Hand)** offered to you is **Rs. 16440/-** only per month; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **MAHARASHTRA** (However, you will be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities.

This appointment offer is subject to:

- a) The information provided by you in your resume and interviews are correct and valid.
- b) This appointment is valid from the date of your joining which should not be later than **30 days** of issuance of this letter, your expected **DOI** is **17-Feb-19**. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below. Please carry the following documents (original as well as photocopies) when you visit our Branch office to complete the joining formalities.
  - Aadhar card for proof of identity, proof date of birth and proof of address.
  - Educational certificates.
  - ESI declaration in Form 3, PF nomination in Form 2 and Gratuity Nomination in "Form 1"
  - PAN Card, Bank A/C details with proof
  - Six passport size photographs
  - Experience certificates and relieving letter from your previous employer (if applicable).
  - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards, yours truly,

Authorized Signatory  
 Adecco India Pvt. Ltd.

I hereby accept the above-mentioned terms and conditions.  
 Name: \_\_\_\_\_ Signature: \_\_\_\_\_

**Dr. D. B. Bharati**  
 Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute Of Management  
 Research And Development  
 Dhankawadi, Pune- 43



Corporate Office - No. 2, NAL Wind Tunnel Road, Marageshpur, Bangalore - 560 017  
 Corporate Identity Number - U72900KA1999PTCO51999  
 Addecco India Private Limited  
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 Corporate Identity Number - U72900KA1999PTCO51999 Tel. +91 80 3989 7070 Fax +91 80 4111 9020  
 Email id: [care@addecco.com](mailto:care@addecco.com) Website: [www.addecco.co.in](http://www.addecco.co.in)

**COMPENSATION SHEET**

Revenue ID	: 10032433
Name	: Suvarna Galkwad
Designation	: Assistant Manager
Compensation	RS. Per Month
BASIC SALARY	10500
CONVEYANCE	1600
HOUSE RENT ALLOWANCE	5025
BONUS	875
Sub Total (A)	18000
Other Employer Costs	
EMPLOYERS PROVIDENT FUND	1403
ESIC	814
INSURANCE CONCURRENT	185
Sub Total (B)	2402
Cost to Company : (A)+(B)	20402
Other Employee Costs	
PROVIDENT FUND	1260
ESIC	300
PROFESSIONAL TAX	0
Sub Total of deductions (C)	1560
Take Home: (A) - (C)	16440
Note - PT deduct as per PT slab.	

Authorized Signatory  
 Adecco India Pvt. Ltd.

I hereby accept the above-mentioned terms and conditions.  
 Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_



Adecco India Private Limited  
 Corporate Office: No. 2, HAL Wind Tunnel Road, Murugeshpalya, Bangalore - 560 017.  
 Corporate Identity Number: U72900KA1999PTC051999 Tel: +91 80 3989 7070 Fax: +91 80 4111 9020  
 Email id: hr@adeccoindia.com Website: www.adecco.co.in  
 Adecco India Private Limited  
 Corporate Office: No. 2, HAL Wind Tunnel Road, Murugeshpalya, Bangalore - 560 017.  
 Corporate Identity Number: U72900KA1999PTC051999 Tel: +91 80 3989 7070 Fax: +91 80 4111 9020  
 Email id: hr@adeccoindia.com Website: www.adecco.co.in

### STANDARD TERMS OF EMPLOYMENT

#### 1. VALIDITY TERM OF EMPLOYMENT:

1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment, you shall be governed by such terms and conditions as maybe indicated therein.

1.2. It is specifically understood by you that during term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.

1.3. You shall be required to complete the joining formalities as per the list enclosed. These formalities are required as a part of compliance. You should therefore complete the said formalities immediately but not later than 10 days from the date of joining the service. You may please note that in the event you fail to complete the formalities within the stipulated time the company may be constrained to cancel the appointment and relieve you from the service. Further the salary payable to you will be adjusted towards the dues. We expect you not to place yourself in such situation.

1.4. Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void and liable for termination without notice.

1.5 In case there is any change in your residential address, you will intimate the same in writing to us within three days from the date of such change and get such change of address recorded.

#### 2. COMPENSATION:

2.1. You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.

2.2. You will be covered under a Group Accident Insurance Scheme and med claim as applicable to your level as detailed in the enclosure attached.

2.3. You will be entitled to all other statutory benefits wherever applicable during the period of this Contract.

#### 3. TERMINATION:

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

#### 4. DISCRETION:

4.1. Your employment is subject to you being certified medically fit by a registered medical practitioner.

4.2. During the period of this Contract, your services could be deputed at the sole discretion of the Company.

Adecco India Private Limited  
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 Email Id: customercare@adecco.co.in Website: www.adecco.co.in  
 Corporate Office: No. 2, NAL Wind Tunnel Road, Murugeshpalya, Bangalore - 560 017  
 Corporate Identity Number: U72900KA1999PTC051999 Tel: +91 80 3989 7070 Fax: +91 80 4111 9020  
 Email Id: customercare@adecco.co.in Website: www.adecco.co.in



to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

5. DEPUTATION

5.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowances, directly from the Client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT

6.1. In the day to day functioning or carrying out your responsibilities and duties, you will receive instructions from the Client and will undertake to abide by any suggestion, etc. given by any assigned personnel.

6.2. You shall also abide by any training that may be offered to you by the Client.

6.3. You shall be bound to follow the working hours of the Client's organization.

7. NON-DISCLOSURE

7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. brought either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall not deal with such confidential information only in connection with the services rendered by you to such Client.

7.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

8. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS

8.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising thereon shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

9. LIABILITY

9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.

9.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

Adecco India Private Limited
Corporate Office: No. 2, NRI Wind Tunnel Road, Munageshpalya, Bangalore - 560 017
Corporate Identity Number: U72900KA1999PTC031999 Tel: +91 80 3959 7070 Fax: +91 80 4111 9020
Email Id: cvg@adecoreadecco.co.in Website: www.adecco.co.in







K D Pooja, 2nd floor  
 2/2, Wind Tunnel Road  
 West Bengal, India, Kolkata  
 Phone: 411000  
 Tel: 49 20 2090 4100

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

**10. INDEMNITY:**

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

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

You are requested to provide the following documents as mentioned in (1-3), within a 10 days of your reporting, to duty at our client's site.

- Aadhar card for proof of identity, proof date of birth and proof of address
- Educational certificates
- ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
- PAN Card, Bank A/C details with proof
- Six passport size photographs
- Experience certificates and relieving letter from your previous employer (if applicable)
- Proof of your last drawn salary (if applicable)



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 Corporate Identity Number: U72900KA1999PTC051999 Tel: +91 80 3989 7020 Fax: +91 80 4111 4020  
 Email ID: [customerscare@adecco.co.in](mailto:customerscare@adecco.co.in) Website: [www.adecco.co.in](http://www.adecco.co.in)  
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 Email ID: [customerscare@adecco.co.in](mailto:customerscare@adecco.co.in) Website: [www.adecco.co.in](http://www.adecco.co.in)

Date: 01 Dec 2018


Mr Viraj Pruthviraj Patil,  
A/p-Dahigaonj Tal-Malshirs,  
Dist-Solapur 413109.

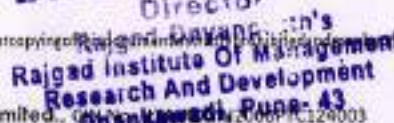
Employee No: 1255794  
Dear Mr Viraj Pruthviraj Patil

### Appointment Letter

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

1. Your contract will commence from 01 Dec 2018 and expire on 31 Mar 2019 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Dec 2018 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

  
**Dr. D. B. Bharati**  
Director

  
Rajgad Institute of Management  
Research And Development  
Dhankawadi, Pune- 43

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TeamLease Services Limited.  
BMC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.  
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051



make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9<sup>th</sup> of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. It shall be incumbent upon you to mandatorily submit all the documents, as listed below, within 5 working days from the date of your receiving this offer letter:-
  - a) KYC Form duly filled in and signed.
  - b) Copy of your Aadhaar Card
  - c) Copy of your PAN Card (if under Tax Bracket)
  - d) Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for salary credit
  - e) Copy of highest educational qualification certificate
  - f) Copy of work experience certificates, if any

TeamLease shall not, in any way, be responsible during your employment or thereafter for any claims, loss, damages, expenses and other consequences arising out of your failure to submit all the documents mentioned above and obtain appropriate acknowledgement of receipt from TeamLease.

Non-submission of documents as mentioned above shall be construed as a material breach of the terms of this Offer Letter by you, and could inter alia lead to this offer letter being withdrawn unconditionally and rendered null and void.

13. In the absence of timely submission of documents as mentioned above, your salary for the first payroll month only shall be paid through cheque and you would be required to collect it from the nearest TeamLease office, with submission of mandatory documents and appropriate acknowledgement of receipt.
14. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any





such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide toyou.

ENDORSEMENT

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

For TEAMLEASESERVICES LIMITED

Accepted andAgreed

(Authorized Signatory)

Signature and date:  
Name: VIRAJ PRUTHVIRAJ PATIL

**Dr. D. B. Bharati**  
Director  
Rajgad Dnyang: on's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



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ID:TL108362CAE4A

Salary Annexure

Employee No: 1255794

Particulars	Amounts
Basic	8356
House Rent Allowance	3342
Conveyance	1600
Employer PF Contribution	1003
ESIC - Employer	832
Insurance	170
Works Allowance	3515
Statutory Bonus	697
TotalAmount	19515
Amount In Words(Rs)	Nineteen Thousand Five Hundred Fifteen rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	8356
House Rent Allowance	3342
Conveyance	1600
Works Allowance	3515
Statutory Bonus	697
<b>Gross Earnings</b>	<b>17510</b>
DEDUCTION *	Amounts
Employee ESI	307
Employee PF	1003
Professional Tax	200
<b>Total Deduction</b>	<b>1510</b>
<b>Net Salary</b>	<b>16000</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



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ID:TL10B352CAE4A

## Offer Letter

EMP I.D. – TB002

Dear Vikrant Sunil Pawar,

Subject: Appointment as Business Executive (Sales & Marketing)

We are pleased to make an offer of employment to you on the terms and conditions set out below which upon acceptance by you would form the terms and conditions of your employment with Go Cashless India Pvt. Ltd. (hereinafter referred to as the "Company"). We would appreciate your joining at the earliest but in any case not later than **Jan 28, 2019**. This is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. The work environment requires flexibility and you will need to undertake additional duties from time to time, which may include local as well as overseas travel. You may also be required by the Company to work before and after regular office hours as well as on holidays as the exigencies of work demand.

The terms and conditions of employment are:

### A. Salary –

Your Monthly Gross salary will be Rs. 20,000.00. A detailed break up of your Annual Gross salary is given in 'Annexure A'.

### B. IPB - Individual Performance Bonus (as per the Company policy)

Annual Appraisal will be paid to you annually. This payment is part of your annual gross salary. It will be based on your individual Performance during the year.

### C. Additional Terms

  
**Dr. D. B. Bharati**  
Direct  
Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Bhankawadi, Pune- 43



#### 1. Validity of Offer

- The offer is valid till the mutually agreed date of joining (**Jan 28, 2019**).
- Your employment with the Company will be effective from the date of your joining the Company.
- You are expected to join the Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, Company will not be liable for any consequences arising out of your previous employment.
- As per the business requirement, the Company will carry out your background check. In case any erroneous records are found, the Company has the right to withdraw or terminate the offer/employment. You are required to fill the Background Check Form attached as 'Annexure B' and submit the filled form along with necessary documents to the HR person at the time of joining.

#### 2. Probationary Period

You will be on probation for a period of **Three** months, from the date of joining. Upon satisfactory performance during the probation period, your employment will be confirmed and communicated to you in writing.

In addition to your performance during the probationary period, confirmation of your employment is subject to your submitting the requisite documents as required at the time of you joining the Company. In the event your conduct or performance falls short of expectations, your services may be terminated forthwith. During the period of probation, your services may be terminated by the company without notice.

#### 3. Increments and Promotion

Your growth in the Company and increments in the salary will depend solely on your performance and contribution to the Company. Salary increments are usually given on an annual basis in the month of April. The increments and salary revision will be driven as per the Performance Management Policy of the Company. You should be employed with the Company for a period of minimum six months, before being considered eligible for any salary review.

#### 4. Notice Period

If you voluntarily resign from the services of the Company, you will be required to give **Sixty days** of written notice or salary in lieu of the notice period subject to the Company's discretion.

The Company will not be liable to pay for the notice period in case the employment is terminated on grounds of (i) Breach of confidentiality (ii) Violation of law or wilful non-compliance of law (iii) Gross Misconduct (iv) Absconding.

In case of termination of employment due to non-performance, the company reserves the right to decide the notice period days. The Company will not be liable to pay for the entire notice period and will be mutually agreed, which will be maximum 15 days.

#### 5. Retirement

You shall retire on completion of sixty years of age. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the time of joining the Company.

#### 6. Rules and regulations





You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. Please note that while you are in the employment of this Company you shall not engage yourself in any other trade, profession or vocation, directly or indirectly, and whether for gainful purpose or otherwise.

The information produced by you at the time of recruitment as well as during joining is assumed to be true and correct. By signing this Appointment letter, you hereby give your consent to the Company and/or their authorized agent to take all necessary actions to verify the authenticity of the information provided. You agree that in case the information, particulars, and data furnished to the Company by you are found to be erroneous, inaccurate or untruthful, the Company has the right to take necessary disciplinary action including termination of your employment.

**A. Conduct and Discipline:**

1. As part of your employment, you will be required to maintain cordial relations with all the other employees in the organization. You shall maintain good standards of behavior while dealing with other employees of the Company and all third parties dealing with the Company.
2. You agree to devote your full working time, attention, skill, and effort exclusively to the performance of the duties that the Company may assign to you from time to time.
3. During your tenure, you shall not undertake any activity, which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty to the Company.
4. You shall not enter into any pecuniary obligations that would render you financially embarrassed. You will be expected to disclose certain financial transactions and agree to abide by the Company's policies and procedures related to conflicts of interest, ethics, and insider dealings.

**B. Employee undertakings, confirmations, and covenants:**

**1. Confidentiality:**

In the course of your employment with the Company, you may become aware of information related to the Company, the other employees of the Company, the customers of the Company and/ or any third party. You shall not disclose such information to any third party unless such disclosure is in the normal course of your nature of work for the Company. You shall also be obliged to bring to the notice of the Company any such disclosure being made by any other person that you may become aware of.

**2. Non-compete:**

During your employment with the Company, you agree not to undertake any activity, which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty/ efficient services to the Company.

Upon you ceasing to be in the employment of the Company for any reason whatsoever, if you take up employment with any direct competitor of the Company who are involved with Company's clients, associates, partners and/ or take up any employment/ occupation/ profession/ business with the Company's clients, associates or partners, you undertake to not carry out any activity which is similar to your regular activity with the Company, for a period of 12 months, to enable the Company to substitute your vacancy and to train such







new recruit in your past activities with the Company. You acknowledge that this restriction is reasonable and is necessary to prevent any possible loss to the Company.

### 3. Ownership of Intellectual Property:

Your services to the Company would be in consideration for the remuneration payable to you and therefore, all intellectual property developed/created by you either individually and/or in association with other persons, in the course of your employment shall be 'work for hire' and shall be the absolute property of the Company. You shall have no proprietary and/or any other rights over such intellectual property. The intellectual property referred to herein, shall inter-alia include inventions, know-how, technology, copyrights, trademarks, designs and the like.

You hereby assign all such aforesaid intellectual property to the Company. Further, you undertake to do all such acts, deeds, things, and matters as may be necessary to fully assign such intellectual property to the Company, including the execution of assignment deeds, filing of applications with the concerned authorities and /or issuing no-objections.

### 4. Surety Bond:

The Company may provide any training to you to educate you and/or to enable you to improve your qualification, skills and work performance. The Company may provide such training to you either in India or depute you abroad for such purpose. You acknowledge that the Company shall incur substantial expenditure in providing you with such training. In this background, the Company would suffer a substantial loss if you do not continue employment with the Company for a reasonable period, pursuant to such training. In this regard, the Company may require you to execute any 'Surety Bond', to undertake to not voluntarily terminate your employment of the Company for a specified period, failing which you agree to pay the agreed compensation to the Company. You agree to execute such 'Surety Bond', as and whenever required by the Company and agree to abide by it.

### 5. Indemnification:

You agree to indemnify and keep indemnified the Company for any loss that it may suffer by reason of any breach by you of your obligations herein and/or by reason of any negligence on your part.

### C. Termination:

1. In the event of the termination of your employment pursuant to this clause, you shall be paid all remuneration which may be due to you till the date of termination and such amount shall be received by you in full satisfaction and discharge of all claims and demands whatsoever which you may otherwise have against the Company in connection or arising out of this letter or your employment hereunder.
2. The Company may terminate your employment forthwith, without issuing you any notice in advance and without paying any salary in lieu of such period and/or your dues, if you commit any impropriety and/or any breach of your obligations stated herein or undertaken by you in the course of your employment with the Company. The Company shall also have a similar right of termination of your services if you are charge-sheeted by the Court for any criminal offense involving moral turpitude.





3. Notwithstanding what is stated hereinabove and without prejudice to the other rights of the Company, the Company shall have the right to be indemnified by you for any loss that it may suffer by reason of any breach of your obligations under this letter and/or by reason of any negligence on your part.

**D. Representations and Warranties:**

You represent and warrant to the Company that:

1. You are free to enter into employment with the Company without violation of any third party rights and that your employment with the Company will not result in a violation of any agreement or restrictive condition you may have with any third party including any former Company;
2. You are not a party to any arrangement or agreement which will compromise your ability to carry out your duties for Company;
3. All information provided by you to the Company, including the information set forth in your résumé, information provided during the interview process, and information in any employment application, is truthful and accurate; and
4. You will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or materials belonging to any third party, including any previous Company's.

**E. Company's Rules and Regulations:**

1. Your employment with the Company will also be governed by Company's General Terms and Conditions of Services of Go Cashless India Pvt. Ltd. with such modifications as may be made from time to time will apply to you.
2. You agree to comply with such rules, regulations, and policies as the Company may adopt from time to time. A copy of the Employee Handbook which contains information regarding the company's policies and practices which affect you as an employee shall be provided to you.

**F. Deputation to client site**

1. You shall ensure that, while on client's premises or on any premises in connection to the client, shall observe the standards of cleanliness, safety, information security and general discipline laid down by the client or its client as the case may be.
2. You shall ensure that while providing Services to the client, you shall not do anything in clients or client premises which in the opinion of the client may cause nuisance, annoyance, financial loss, danger or which may adversely affect clients or its client's property, reputation or interest. Further, you shall be liable for any damage caused to the client or client's property or premises or any part thereof or to any fixtures or fittings thereof or therein by any act
3. You shall not exercise any lien on any of the assets, properties, documents, instruments or materials belonging to the client and in your custody for any amount due or claimed to be due from the client.
4. You represent and warrant that you shall perform Services under the client's directions and shall not become or claim any employment from the client by virtue of providing the Services any time during the term of this employment or subsequently 1 year after termination or expiration of employment.
5. You agree and confirm that you shall not use, share, and reveal any Confidential Information provided by the client for any purpose other than for rendering Services under this offer letter. You hereby assume full liability for the actions by having access to the Confidential Information provided by the client and agree that you shall be liable for all such actions for leakage of information, use of clients name outside of work



Dear Vikrant Sunil Pawar,

Annexure A | Salary Breakup Sheet

Your Annual Gross Salary			
I.	Monthly Components		Amount(Rs.)
1	FM1	Basic Salary	8,000
2	FM2	House Rent Allowance	4,532
3	FM3	Conveyance Allowance	3,734
4	FM4	Medical Allowance	3,734
5	FM5	Special Allowance	0
Monthly Gross Salary			20,000
II	Statutory Contribution		
1	FM6	Company Contribution to E.P.F. (Monthly)	0
2	FM7	Employee Contribution to E.P.F. (Monthly)	0
3	FM8	ESIC Employee Contribution	0
4	FM9	ESIC Employer Contribution	0
Total Statutory Contribution			0
III	Deductions		
1	FM10	Professional Tax	200
2	FM11	Statutory Deductions	0
3	FM12	TDS (As Applicable)	
Monthly Net in Hand			19800
IV	Variable Component (Payable Quarterly)		
1	IPB	Individual Performance Bonus (IPB-I)	0
Annual Cost to Company (CTC)			240,000

Legend:

FM - Fixed Monthly,  
CTC - Cost to Company

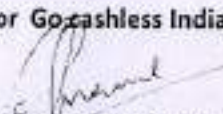
IPB - Individual Performance Bonus (Annual)

CPB - Company Performance Bonus (Annual)

- Note that the salary information is strictly confidential.
- All of the above allowances and benefits are as per the Company's policies, and are subject to change from time to time.

Yours sincerely,

For GoCashless India Pvt. Ltd.,

  
Dr. Krishnat Channe,  
(Founder & CEO)

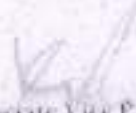


Godrej Agrovet Ltd.  
Registered Office : Godrej One,  
3rd Floor, Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai-400 078, India  
Tel. : +91-22-2518 8010/8020/8030  
Fax : +91-22-2518 8455  
Email : gavho@godrejagrovet.com  
Website : www.godrejagrovet.com  
CIN : L16410MH1991PLG135359

Ref: SS

28th June, 2019

Mr. Pravin Bhagwatrao Ajabe  
Maali Nagar, Deygiri Teachers Colony  
Hinjir Nagar, Beed, Tal:- Patasda  
Dist:- Beed; Pin Code:- 431122

  
Vishu - Associate Vice President - AF West

Dear Sir,

This has reference to your application for employment with us and your subsequent interview for the position of **Market Development Representative- Sales on Fixed Term Contract** in our organisation. We propose to appoint you as **Fixed Term Contract Representative - Sales on Fixed Term Contract** in the Company attached to **Animal Feed - West**, on the following terms and conditions subject to your being found medically fit by the Company's doctor.

1. In view of the above, as informed and explained to you during the interview, it is being expressly made clear to you that your appointment is limited to a fixed period of **One year** commencing from **01.06.2019**, which could be extended at the option of the Company.
2. Your appointment will automatically come to an end at the end of the period, i.e. on **31.05.2019**. No formal notice of termination or cessation of employment will be required from the Company.

Notwithstanding the above, this Contract can be terminated by giving 15 days notice on either side.

3. You will be paid a consolidated basic salary of Rs. 4000/- p.m., HRA @ Rs. 1500/-p.m., Special Allowance of Rs. 4208/- p.m; Advance Bonus (for the year as applicable) @ Rs. 292/-.
4. You shall devote the whole of your time to the business of the Company to the best of your ability and shall carry out the work assigned to you by the Company. During the period of contract, you shall not either directly or indirectly be concerned with, connected with or employed in any other business whatsoever.
5. You are liable to be transferred anywhere in India for Company's business at the sole discretion of the Company.
6. You are strictly prohibited, from divulging any information of the company's business to an unauthorized person and for engaging directly or indirectly or jointly in any other profession, trade, office, business or any other occupation and for using your position in the company for personal and private gain or benefit.

  
**Dr. D. B. Bharati**  
Director

Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





# Horizon Geospace

Consulting Engineer

Satya Sai Nagar Society Flat No.5, 'D' Wing, Mohan Nagar, Dhankawadi Pune - 411043

E-mail: horizongeospace@rediffmail.com, M: +91 9890041637

Ref.No.

Date:

Date: 21-March-2018

Mr. Kamkar Pratik  
Pune

Subject: Appointment Letter

Dear Pratik,

We are pleased to inform that you have been selected for employment with **Horizon Geospace (Consulting Engineer)**. Your total emoluments are **Rs. 150000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000 on completion of 10mer year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or ceasing to report for work with the Company within the said period of 12 months. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. **Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.**

Either party may terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of bonus in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

Yours sincerely,  
Horizon Geospace (Consulting Engineer)

Manager  
Horizon Geospace

**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankewadi, Pune- 43



I accept the employment offer on the stipulated terms and conditions and shall join the Company on \_\_\_\_\_

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



# FoodCognics™

More Than Just Trade!

To,  
Ms. Mahajan Madhuri  
Karvenagar, Pune

Date: 16<sup>th</sup> Feb, 2018

Dear Sir,

## Offer Letter

With reference to your application for the employment and subsequent interview conducted on 16<sup>th</sup> Feb. 2018, we are pleased to offer you the position of Head Executive- Sales and Marketing in Foodcognics, subject to fulfillment of formalities. Your monthly gross salary will be Rs. 12000/- inclusive of all allowances, which may be enforced from time to time.

You are advised to submit the copies of the following documents along with original for verification:

1. Educational qualification from standard X onward.
2. Birth certificate / Proof
3. Aadhar card
4. PAN Card
5. Voter ID/ Driving license
6. Previous Work experience
7. Two passport size photo

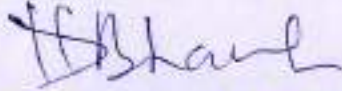
Please note that this offer letter is valid for a period of 15 days from the date of issue. If you fail to complete the documentation procedure it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

The appointment letter will be issued subject to your submission and scrutiny of the requisite documents.


We look forward to have you in the foodcognics family.

Yours Faithfully

FoodCognics

  
**Dr. D. B. Bharati**  
Director  
Raigad Dnyanpeeth's

Raigad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43

  
**Dr. D. B. Bharati**  
Director

Raigad Dnyanpeeth's  
Raigad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



**FoodCognics Trading and Consultancy Services Pvt. Ltd**

Plot No. 43, Saini Skys S.NO.49/2, Pimple-Gurav, Pune, Pune MH 411061 IN  
Email: info@foodcognics.com Contact No: 91 7218024999 www.foodcognics.com

Subject to Pune Jurisdiction

Ref: SK/2018/CL/O1737

Date : 24-07-2018

To  
Mr. Kedar Malusare  
Project Sales-Pune

**LETTER OF CONFIRMATION**

Sub : Confirmation


This refers to our letter of appointment dated 25-01-2018 appointing you as "Sr. Executive" in our Executive Cadre Grade-M-2 under Project Sales Division.

We are pleased to confirm your services in the Company with effect from 31<sup>st</sup> July 2018.

All other terms and condition of your employment remain unchanged.

Kindly sign the duplicate copy of this letter and return it to us for our records.

For WILO Mather and Platt Pumps Pvt. Ltd.

  
Sunil Kode  
Head - Human Resource

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





**CMP Euro  
TechnoPlast  
Pvt. Ltd.**

Regd. off.  
Plot No. A-99, Loni Devkar Village, MIDC,  
Indapur, Dist. Pune-430143, Maharashtra (INDIA)  
Tel. : 91 20 2529444 / 2529445  
Fax : 91 20 2529445 / 2529446  
e-mail : ceteranddev@rediffmail.com  
Plant : Plot A-99, MIDC, Indapur Industrial Area,  
Indapur, Dist. Pune-430143, Dist. PUNE  
CIN:U22209MH2007PTC052926

October 23<sup>rd</sup>, 2017

**LETTER OF APPOINTMENT**

Ref: Appointment/CMP/ 059

To,

**Mr. Jaykumar Dhondiram Dalvi**

At. Post : Nimsakhar,

Tal- Indapur Dist.- Pune-

Maharashtra

**Dear Mr. Jaykumar,**

We are pleased to appoint you with the Company. This letter sets out your individual terms and conditions of employment. Further terms and conditions of your employment may be set out in an HR Policy Manual ("Handbook") in the future. You should ensure that you read this letter, very carefully.

**1. Designation: "Engineer Quality"**

**2. Place of Work:**

CMP Euro TechnoPlast Pvt. Ltd.  
Plot No.A-99, Loni Devkar Village,  
MIDC, Indapur, Dist.Pune.

**3. Date of Commencement:**

Your appointment becomes effective from 23<sup>rd</sup> October 2017.

**4. Working Hours**

Weekly working time is 48 hours excluding 1/2 hour normally allowed for lunch. However in order to carry out your responsibilities effectively you may be required to work additional hours as appropriate, for the overall performance of your role as a professional with the Company.

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43







Regd. off:  
Plot No. 27, Wing 118 No. 02, Ground floor,  
Datta Chaudhari, Near Vivekanand High School,  
Chembur, MUMBAI-400071, Maharashtra, INDIA  
Tel: +91 22 2522 443, 2522 444  
Fax: +91 22 2522 410 (Ext No 10)  
e-mail: chetanbhosle@gmail.com  
Plant: Plot A 99, MIDC, Industrial Area,  
Vikharpada, Deonar, Tal. Indapur-411032, Dist. PUNE,  
Maharashtra-411032

statement of Corporate Principles. However, the company reserves the right to change its policies & rules laid out in Employee handbook at any point of time.

You shall be bound by the Company's rules and regulations for the time being in force and as varied from time to time.

However, in case of conflict between the Employee Handbook and this Contract of employment, the Contract of Employment shall take priority over the Employee Handbook.

In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a court.

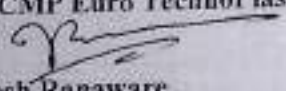
The terms of this offer detailed above are strictly confidential and should be treated as privileged information between you and the Company. You are expected to maintain such information appropriately. All previous agreements are ceased to be in force with signature of this Contract of Employment.

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

We believe you have a successful career ahead of you and look forward to your joining us.

Yours faithfully,


For, CMP Euro TechnoPlast Pvt.Ltd,

  
Yogesh Ranaware

Manager Human Resources

**Acceptance**

I, Jaykumar Dhondiram Dalvi have read the above-mentioned terms and Conditions and hereby agree to be bound to such terms and conditions.

  
\_\_\_\_\_

23/11/2017

Date

Indapur

Place



Ref: MMFSL/Jun-2018/HRD/ 23224761

Date: 09-Jun-2018

Tel: +91 22 68526000  
Fax: +91 22 2498170/71

**Mr. Mayur Khanvilkar**

C/O Saidham, Sainagar At/Po Lonere Tal Man District Raigad 402103 Raigad

## SUB: APPOINTMENT LETTER

Dear Mr. Mayur Khanvilkar ,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you in the services of the company designated as **Executive - Refinance in Grade - L90** on the following terms and conditions:

1. Your appointment would be effective from **07-Jun-2018**
2. During the period of probation you shall be entitled for following remuneration:

Components	Amount (In INR)
Basic	7162
HRA	3581
Conveyance Allowance	1600
Personal Allowance	5552
Monthly Gross	17895
<b>Annual Gross</b>	<b>214740</b>
<b>Annual Benefits</b>	
Provident Fund	10314
Gratuity	4132
Superannuation [Optional]	0
<b>Gross Fixed Annual CTC</b>	<b>229186</b>

\* Note: In addition to the above, you will be eligible for Performance Pay/Incentive as per the applicable policy, the indicative value of the same would be **Rs. 4775/- per month** for a period of 3 months from the Date of Joining, after which you will be governed by the RBMI policy of the company applicable to your role as per company policy.

\*\* Allowance as per policies currently in force and subject to change based on individual and company's performance.

\*\*\* ESIC would be deducted as per applicable statutory laws

\*\*\*\*The Superannuation benefit is optional. If an employee chooses not to join the scheme, the superannuation amount will be paid in monthly salary & will be taxable as per prevailing tax rate. The employee has an option to join the scheme later through a separate declaration. Once the employee has joined the scheme it's irrevocable

Regd. office: Gateway Building, Apollo Bunder, Mumbai-400 001 India  
Tel: +91 22 2202 1031 | Fax: +91 22 2287 5485 | www.mahindrafinance.com  
CN: L65921MH1991PLC059642

  
**Dr. D. B. Bharati**

Rajiv Dnyanesh  
Raigad Research and Development  
Bhankawadi, Pune-43



Mahindra FINANCE

# Mahindra FINANCE

3. You shall be on **probation** for a period of **six months** and your performance will be assessed periodically.
4. You will be placed at our **MAHAD** and report to the concerned Manager.
5. During the period of service, you shall be entitled to leave as per leave policy of the company.
6. You shall be confirmed in our services only after satisfactory completion of probation. In case the management is of the opinion that the above period of probation is not sufficient for you to acquire the skill and knowledge for the post appointed the period of probation can be extended for a maximum of six months at the discretion of the management. Please note that you shall continue to remain on probation until your services are confirmed in writing.
7. In case you remain unauthorisedly absent, i.e. absent without prior permission and / or intimation in writing, this appointment shall be terminated automatically.
8. You shall not be entitled to any benefits or facilities, which the permanent employees are entitled to during the probationary period.
9. During the period of employment with us on probation, you shall not undertake any employment either part time or contract basis with any other employer or company. You will not without prior written sanction of the Company be interested in or otherwise engage directly or indirectly in any business.
10. Your services can be terminated on either side by giving a written notice or wages or salary as per Exit policy.
11. The Management shall have the right to transfer your service and you will have to work as per the instructions / directions of the Management of the company in any of its divisions / branches / offices / group companies situated in India.
12. Your address as given in the application form will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address, you will inform the management in writing about the same within three days. Any communication sent to your last recorded address will be deemed to have been, duly served upon you.
13. You will diligently and faithfully serve the company and perform all duties entrusted to you from time to time.



## Mahindra FINANCE

14. You will be liable for any losses suffered by the Company due to your negligence, misconduct, disobedience or inefficiency.
15. You will be covered under Medical Insurance and Life Insurance as per policy of the company
16. Your appointment will be subject to submission of certified true copies of certificates in support of your (1) Date of Birth (2) Academic Qualifications (3) Medical Fitness Certificate (4) Relieving letter from previous Employers (5) Experience Certificate from previous Employers (6) Reference letters and (7) Two passport size photographs, at the time of joining or earlier.
17. Your appointment, continuation and permanency in the employment are also subject to your remaining physically and mentally fit and alert. The management may send you for medical check up / examination to any doctor at any time during the course of your employment. The decision of the doctor in this behalf shall be final and binding upon you.
18. During the continuance of your employment and any time thereafter you will not disclose or communicate any of the Company's working, confidential details, trade secrets, etc. to any person, persons or corporate body.
19. You shall retire from Company's service on completion of sixty years of age.
20. This appointment is made on the basis of the information provided by you in the application form for employment. If at any time, any information or details given by you is found incorrect or false, your services will be terminated without any notice, salary in lieu of notice or compensation.
21. You will be eligible to be relieved from the services only after satisfactory hand-over of responsibilities, settlement of dues and service of notice period. All employee benefits shall cease after the last day of service. Any money due and owing under employee loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.
22. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.



# Mahindra FINANCE

23. This appointment is subject to the rules, regulations and policies made by the Company as in force at present or as may be amended, altered, modified or extended from time to time.

**FOR MAHINDRA & MAHINDRA FINANCIAL SERVICES LTD.**

\_\_\_\_\_  
AUTHORISED SIGNATORY

I have read the above terms and conditions and I have fully understood them and I am willing to join the services of the company on probation on and with effect from **07-Jun-2018** on the above terms and conditions.

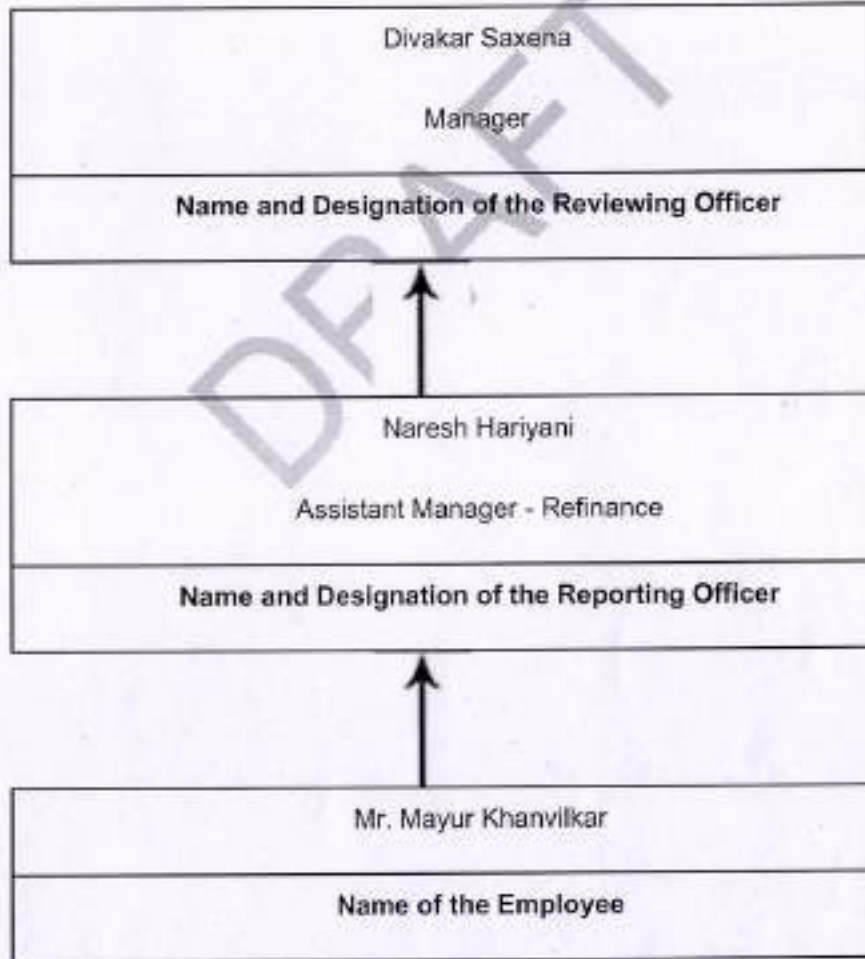
\_\_\_\_\_  
EMPLOYEE SIGNATURE

Place: **MAHAD**

Date:



Reporting Structure:



N.B: The Job Description and Reporting Structure are subject to change for Operational Reasons



<b>Name: Mr. Mayur Khanvilkar</b>	<b>Designation: Executive</b>
<b>Department: Refinance</b>	<b>Grade: L90</b>
<b>Location: MAHAD</b>	<b>Controlling Location: MAHAD</b>

**Job Description:**

**JD FOR REFINANCE EXECUTIVE**

1. handling all retain proposals referred by refinance/2wheelers / 3wheelers dealers and brokers.
2. attending to customer inquiries /grievances on timely basis.
3. to tie up with local organised sector wheelers and brokers / DSAs forrefinance business.





**CHAMS**  
INDIA CORPORATION

## Appointment Letter

Date: 21/10/2018

Dear Mr. Vikrant Pawar,

Congratulation on your appointment as "Marketing Executive" for **CHAMS India Corporation** we would like to offer our warm welcome to the company and wish you success during your tenure.

Enclosed with this letter are your employment terms and conditions which include payroll details, working timings among other important details pertaining to your job with us. Please take the time to go through the documents. If you have any questions, please contact Business Head.

Wishing you all the best in your job. Good Luck !



*Dr. D. B. Bharati*

**Dr. D. B. Bharati**

Director

Rajad Dnyanpeeth's  
Rajad Institute Of Management  
Research and Development  
Dhankawadi, Pune- 43

*Ajay Sathe*

Ajay Sathe  
Director

Head Office : Flat No. 123/A, FS-7, Curti, Ponda, GOA 403101.

Branch Office : Office No. 91/92, 6th Floor, D Wing, K.K Market, Balaji Nagar,





# Horizon Geospace

Consulting Engineer

Satya Sai Nagar Society Flat No.5, 'D' Wing, Mohan Nagar, Dhankawadi Pune - 411043

E-mail: horizongeospace@rediffmail.com, M: +91 9890041637

Ref.No.

Date:

Date: 27-Apr-2018

Ms. Pooja A.

Pune

Subject: Appointment Letter

Dear Aarti,

We are pleased to inform that you have been selected for employment with **Horizon Geospace (Consulting Engineer)**. Your total emoluments are Rs. 1200000/- per annum and are described in "Annexure A". You shall also be entitled for overtime bonus of Rs. 10000/- on completion of 11 months tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or not coming to report for work with the Company within the said period of 12 months. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party may terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of Notice pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

Yours sincerely,  
Horizon Geospace (Consulting Engineer)

Manager  
Horizon Geospace

**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



I accept the employment offer on the stipulated terms and conditions and shall join the Company on \_\_\_\_\_  
Date & Signature



V Belts  
Wedge Belts  
Timing Belts  
Vari Speed Belts  
Conveyor Belts  
Link Belt

Taper Lock Pulleys  
Auto Belts  
Timing Pulleys  
Flexible Couplings  
Hoses  
Nylon Endless Belts



To,  
Mr. Patil Prashant  
Senior Account Executive  
741/2 Budhwar Peth Near Kasardevi Temple Pune 411002

Date : 25.09.2018

**Subject: Appointment Letter**

I am pleased to inform you that you have been appointed for the role of Senior Account Executive. The terms of employment have been attached with letter. This is an official letter confirming your employment with Phoenix Trading Company starting from 01.10.2018

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Other related job terms and conditions already discussed with you.

Congratulations and welcome to Phoenix Trading Company.

Sincerely,

Dilip Pandya

Phoenix Trading Co.

Pune



*Dr. D. B. Bharati*  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



HEAD OFFICE :  
1170/21B, Shivajinagar,  
Rajguru Building, Pune 411 005.  
☎ : (020) 583 51 11 • Fax : (020) 583 00 78  
E-mail : ptt@pune@pn2.vsnl.net.in

PIMPRI ADDRESS :  
Shop No. 7, Jantien Chambers,  
Opp. KSB Pump, Pune - 411013  
☎ : (020) 742 32 41  
• Fax : (020) 742 38 51





# Bestla Industries Private Limited

CIN : U74999PN2016PTC165837

File No. : BIPL / HR / NEMP / 9006

01 July, 2017

## OFFER LETTER

To, Suraj Bhelke

This has reference to the various discussions we had with you.

We are pleased to make an offer of appointment as "Senior Business Development Executive". Your Annual Earning Salary applicable will total Rs 3,84,000 /-. You will receive a detailed Appointment Letter with HR breakups after you join.

You are required to join the Company on or before 01/07/2017. Please return a signed copy of this letter as a token of your Acceptance of the Offer, Confirming your date of joining.

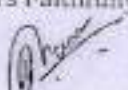
Please submit the following documents, on or before the date of joining:

- Photo Identity and Address Proof (both present and permanent residences)
- Certificates of all Educational Qualification
- Experience Certificates and Relieving Letters from all previous employers
- PAN card copy
- Scan copy and hard copy of passport size photograph
- Aadhar Card
- Passport

We look forward for a great timeline and a long term relationship together.

  
Signature of Acceptance :

Yours Faithfully,

  
Mr. R M Chavan  
CEO  
Bestla Industries Private Limited



  
Dr. D. B. Bharati  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



HOTEL  
**UTSAV**  
DELUXE

Date: 15.07.2017

To,

Bhifare garesh

S.NO. 70 FLAT NO. 6, SAGAR APPT,

SANTOSH NAGAR, KATRAJ

Pune-411046.

Ref: LETTER OF APPOINTMENT

We are pleased to confirm your appointment to the position of Asst. Accountant in our Admin Department. You will be based at our Pune office.

**Appointment Date**

You will commence duties on date: 01.08.2017

**Earnings**

You will be remunerated by the payment to you of a salary of Rs. 14000/- per month. Subject to deductions for:

1. EPF
2. ESIC
3. PT
4. Other Deduction as per law.

This letter of appointment will accompany, and form part of a Suite of documents recording, inter alia, the terms and conditions of your employment and the company's policy on various matters: which policies may from time to time be altered or amended by the company at its discretion.

Yours sincerely

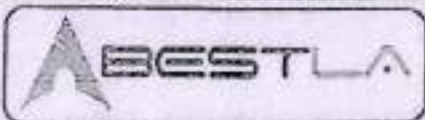
  
**B. Bharati**  
Director  
Rajgad Institute Of Management  
Research and Development  
Dhankawadi, Pune-43

**MANAGER**  
HOTEL UTSAV DELUXE  
PUNE-411 037



1, Chaphalkar Centre, 692 / 693, Market Yard Road, Pune - 411 037.  
Tel. : +91 - 20 - 67217600, 24215151 Fax : +91 - 20 - 24211133 E-mail : utsavmanager@gmail.com

www.hotelutsavpune.com



# Bestla Industries Private Limited

CIN : U74999PN2016PTC165837

File No.: BIPL | HR | NEMP | 9006

01 July, 2017

## OFFER LETTER

To, Sameer Bhosale

This has reference to the various discussions we had with you.

We are pleased to make an offer of appointment as "Senior Business Development Executive". Your Annual Earning Salary applicable will total *Rs 3,84,000* /-. You will receive a detailed Appointment Letter with HR breakups after you join.

You are required to join the Company on or before *01/07/2017*. Please return a signed copy of this letter as a token of your Acceptance of the Offer, Confirming your date of joining.

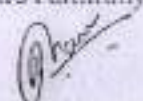
Please submit the following documents, on or before the date of joining:

- Photo Identity and Address Proof (both present and permanent residence)
- Certificates of all Educational Qualification
- Experience Certificates and Relieving Letters from all previous employers
- PAN card copy
- Scan copy and hard copy of passport size photograph
- Aadhar Card
- Passport

We look forward for a great timeline and a long term relationship together.

  
Signature of Acceptance :

Yours Faithfully,

  
Mr. R M Chavan  
CEO  
Bestla Industries Private Limited



  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





Request No : 0000156876

Date : November 05, 2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms.Chavan Subhangi (Emp No.00672375) Senior Officer, is an employee of Wipro Limited since April 13, 2015.

This certificate is issued at employee's request.

For Verification of this letter, you can get in touch with [referenceletters.wividus@wipro.com](mailto:referenceletters.wividus@wipro.com)

For WIPRO LIMITED

Putul Mathur  
Vice President-Human Resource

**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanesh's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



Registered Office

Wipro Limited T : +91 (0) 2844 0011  
Doddakannala F : +91 (0) 2844 0266  
Bajajur Road E : [info@wipro.com](mailto:info@wipro.com)  
Bengaluru 560 025 W : [wipro.com](http://wipro.com)  
India C : L22102KA1W05PL0029500

HOTEL  
**UTSAV**  
DELUXE

Date: 15.07.2017

To,  
**Dashmukh Shradha**

S.NO. 70 FLAT NO. 6, SAGAR APPT,  
SANTOSH NAGAR, KATRAJ  
Pune- 411046.

Ref: LETTER OF APPOINTMENT

We are pleased to confirm your appointment to the position of Asst. Accountant in our Admin Department. You will be based at our Pune office.

**Appointment Date**

You will commence duties on date. 01.08.2017

**Earnings**

You will be remunerated by the payment to you of a salary of Rs. 14000/- per month. Subject to deductions for:-

1. EPF
2. ESIC
3. PT
4. Other Deduction as per law.

This letter of appointment will accompany, and form part of a Suite of documents recording, inter alia, the terms and conditions of your employment and the company's policy on various matters: which policies may from time to time be altered or amended by the company at its discretion.

Yours sincerely

  
**MANAGER**  
HOTEL UTSAV DELUXE  
PUNE-411 037

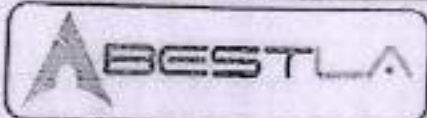


**Dr. D. B. Bharati**  
Director  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



1, Chaphalkar Centre, 692 / 693, Market Yard Road, Pune - 411 037.  
Tel. : +91 - 20 - 67217600, 24215151 Fax : +91 - 20 - 24211133 E-mail : utsavmanager@gmail.com

www.hotelutsavpune.com



# Bestla Industries Private Limited

CIN : U74999PN2016PTC165837

File No. : BIPL | HR | NEMP | 9006

01 July, 2017

## OFFER LETTER

To, Gaikwad Dhiraj

This has reference to the various discussions we had with you.

We are pleased to make an offer of appointment as "Senior Business Development Executive". Your Annual Earning Salary applicable will total Rs 3,84,000 /-. You will receive a detailed Appointment Letter with HR breakups after you join.

You are required to join the Company on or before 01/07/2017. Please return a signed copy of this letter as a token of your Acceptance of the Offer, Confirming your date of joining.

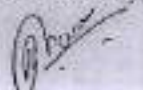
Please submit the following documents, on or before the date of joining:

- Photo Identity and Address Proof (both present and permanent residences)
- Certificates of all Educational Qualification
- Experience Certificates and Relieving Letters from all previous employers
- PAN card copy
- Scan copy and hard copy of passport size photograph
- Aadhar Card
- Passport

We look forward for a great timeline and a long term relationship together.

  
Signature of Acceptance :

Yours Faithfully,

  
Mr. R M Chavan  
CEO

Bestla Industries Private Limited



  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





SC/OFFER Letter 2017

Date: 7<sup>th</sup> August 2017

To,

Mrs. Ghone Dhanshree

Subject: Letter of Appointment

Congratulations!

We are pleased to appoint you for the position of Client Servicing Manager with effect from 1<sup>st</sup> September 2016. You will be paid a monthly compensation of Rs. 23,000/- only.

In words: (TWENTY-THREE THOUSAND ONLY) per month. A subsequent hike would be given on the basis of your performance in the future.

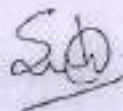
As per the company policy, you are expected to adhere to the following points.

1. Maximum 2 paid leaves are allowed every month.
2. Leaves if taken should be informed to your immediate reporting authority via email and approval taken at least one day prior.
3. In case of resignation, you will have to serve a notice period of 30 days or deposit one month's salary.

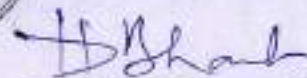
We are glad to have you on board and look forward to a healthy working relationship. Please sign the duplicate copy of this letter as a token of your acceptance.

Regards,

Authorized Signatory,



Shaunak Chafekar  
Managing Director  
(Scribido Campus Pvt. Ltd.)



**Dr. D. B. Bharati**  
Director:  
Rajgad Onyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





# FoodCognics™

More Than Just Trade!

To,  
Mr. Gujar Kiran Maruti  
Pune

Date: 22<sup>nd</sup> December 2016

Dear Sir,

## Offer Letter

With reference to your application for the employment and subsequent interview conducted on 20<sup>th</sup> December 2016, we are pleased to offer you the position of Junior Executive- Finance in FoodCognics, subject to fulfilment of formalities. Your monthly gross salary will be Rs. 12000/- inclusive of all allowances, which may be enforced from time to time.

You are advised to submit the copies of the following documents along with original for verification.

1. Educational qualification from standard X onward.
2. Birth certificate/ Proof
3. Adhar Card
4. PAN Card
5. Voter ID/ Driving license
6. Previous Work Experience
7. Two passport size photo

Please note that this offer letter is valid for a period of 15 days from the date of issue. If you fail to complete the documentation procedure that you are not interested in this employment and this offer will be automatically withdrawn.

The appointment letter will be issued subject to your submission and scrutiny of the requisite documents.

We look forward to have you in the foodcognis family.

Yours Faithfully

FoodCognis

  
**Dr. D. B. Bharati** Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute Of Management  
 Research And Development  
 Dhankawadi, Pune - 411 004



Address-11-A/804 Chandrarang, Sathie Skys S, NO.49/1, Pimple -Gurav, Pune, Pune MH 411061 IN  
 Email-[info@foodcognis.com](mailto:info@foodcognis.com) Contact No.-91 727 8024999 [www.foodcognis.com](http://www.foodcognis.com)

# FRIENDS ELECTRONICS

GURUKRUPA APT SHOP NO 4 MUKUND NAGER SWRGATE PUNE 37  
PH NO : 020/40051177/9326274344

PANASONIC AUTHORIZED SERVICE CENTER

---

Mr. Haryan Tushar Ramesh

Employee Code: 15413

Date: 21-01-2016

Address: Pune

Subject: OFFER FOR FIXED TERM CONTRACT

We are glad to inform you that you are appointed as service engineer with Friends electronics for fixed term contract basis. The details of the offer is as follow:-

Date of Joining: 21-01-2016

NTH: 12000/-

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

If you wish to accept this offer kindly send the accepted copy of the same along with copy of following documents:

1. Adhar card
2. Educational proofs
3. Pan Card

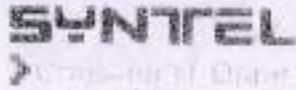


Authorized Signatory

*D. B. Bharati*  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Deveiopment  
Dhankawadi, Pune- 43



*[Signature]*  
Accepted By



STATE STREET SYNTEL SERVICES PVT. LTD.  
 (Formerly Syntel Services Pvt. Ltd.)  
 Plot No. 1  
 MIDC Software Park, Taluka Haveli,  
 Talawade, Dist. Talasaheb, Pune - 411062  
 Tel: 020-27020000  
 Fax: 020-27020000  
 www.syntelinc.com

Date: 25-Jan-2016

Ms Vijaya Bane  
 Shree Mangal Society Near Post Office Dhankawadi  
 PUNE-411043

Dear Vijaya,

Subject: Employment Letter

We are pleased to inform that you have been selected for employment with StateStreet Syntel Ser Pvt Ltd as Officer KPO ( EO). Your total emoluments are Rs. 165000/- per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

You are requested to report to duty in our office on or before 27-Jan-2016 at 9.30 am at the following address: S1 Building, Plot no. B-1, MIDC Software Park, Taluka Haveli, Talawade, Pune 411062, failing which this employment offer shall be considered null and void.

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

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

Yours sincerely,  
 For StateStreet Syntel Ser Pvt Ltd.

dr

*Anupam Shrivastava*

Anupam Shrivastava

Head - Global Recruitment

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



I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on \_\_\_\_\_ Date & Signature \_\_\_\_\_

J.S.

*Dr. D. P. Bharati*  
**Dr. D. P. Bharati**  
 Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute Of Management  
 Research And Development  
 Dhankawadi, Pune-43

# State Street Syntel Services

A State Street and Syntel Company

State Street Syntel Services Pvt. Ltd.  
4th / 5th floor in Building No. 4,  
Mindspace - Navi Mumbai, Thane Belapur Road,  
Airoli - 400 708, India  
Telephone: +91 22 41137503  
CIN No.: U72200MH2004PTC144362  
www.syntelinc.com

## STEP Review 2017 - 18 Annexure - Salary Distribution

Name : Vijaya Bane,  
Employee ID : 5031684  
Designation : Associate KPO  
Grade : E1

All figures are Annual (in INR)		Current	Revised
<b>Pay and Allowances</b>			
1.	Basic Pay	74,412	77,959
2.	HRA	37,206	38,980
3.	Special Allowance	34,464	37,252
4.	Bonus	24,000	24,000
5.	Transport / Conveyance Allowance	7,200	7,200
A.	Sub-Total A. (A = 1 + 2 + 3 + 4 + 5)	177,282	185,391
B.	Company's Contribution to PF	15,948	16,706
C.	Total Fixed Compensation (C = A + B)	193,230	202,097
D.	Monthly Incentive Plan*	30,000	30,000
E.	Skill Allowance*	N/A	N/A
F.	Total Cost to Company (F = C + D + E)	223,230	232,097

Sujay Puthran  
Head - Human Resources & Administration



# State Street Syntel Services

A State Street and Syntel Company

State Street Syntel Services Pvt. Ltd.  
4th / 5th floor in Building No. 4,  
MindSpace - Navi Mumbai, Thane Belapur Road,  
Airoli - 400 708 India  
Telephone: +91 22 41137503  
CIN No.: U72200MH2004PTC144362  
www.syntelinc.com

In addition to the salary indicated above, your CTC includes other benefits as applicable to your grade:

## 1. Group Medical Insurance

You, your spouse and up to 2 dependant children are covered for maximum amount of INR 3,00,000 under the Group Medical Insurance Policy.

## 2. Group Personal Accident Cover

You are covered for maximum amount of INR 10,00,000 under the Group Personal Accident cover. Please note that Spouse, dependant children and parents (dependent or otherwise) are not covered under this policy.

### Notes:

#### 1. Provident Fund and Gratuity

- Provident Fund – Under Employee Provident Fund, You contribute 12% of Rs. 15,000/- or (Basic Pay + Special Allowance + Bonus + Meal Allowance), whichever is lower
- Gratuity – You are eligible for Gratuity on termination of the employment after having rendered continuous service for not less than 4 years and 240 days as per "The Payment of Gratuity Act, 1972". Gratuity payable to you is (Last drawn basic wages \* 15 days \* No. of years of service)/26.

2. Niche Skill Allowance will automatically stand withdrawn if there is a change in your role and responsibilities.

3. MIP will be payable on the basis of achievement of the pre-defined targets decided by your reporting manager every month and the amount is payable monthly on the basis of the performance slab. Performance Criteria may undergo modification without prior notification. MIP Scheme may be withdrawn or modified without prior notification.

Variable Component - *Monthly Incentive Plan (MIP)		
Performance Slabs	%Number	Annual Report
A	20	30,000
B	30	18,000
C	45	12,000
D	5	Nil

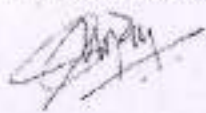
4. All payments would be as per company's rules, regulations and administrative procedures in force.

5. Any of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances shall be governed by the rules and regulations of the company as may be applicable from time to time.

6. Optional Benefits: You may opt for additional benefits which will be a payroll deduction from your salary and these include

- Voluntary Provident Fund – Option to contribute more towards Employee Provident Fund.
- Voluntary Top-up Medical Insurance Policy – Option to supplement the coverage provided by Group Medical Insurance.
- Voluntary Parental Insurance – Option to cover parents and parents-in-law

7. All payments are subject to appropriate taxation.

  
Sujay Puthran

Head – Human Resources & Administration



kaunis

www.kaunis.in

19 December 2017

Khopade Atul

### CONFIRMATION LETTER

Dear Khopade Atul

Pursuant to the satisfactory completion of your probation period, we are pleased to confirm your services with effect from 19<sup>th</sup> December 2017

All the other terms and conditions of your appointment letter will remain unchanged.

Kindly send us a signed copy of this letter for our records.

We wish you good luck and success in your assignment.

Thanking you

For Kaunis Marketing Services Private Limited.



Authorised Signatory

Aishwarya Bendre

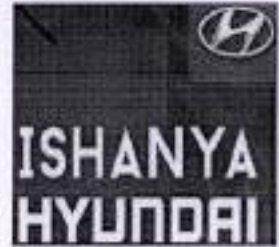
  
**Cr. D. B. Bharati**  
Direct  
Rajgad Dnyan  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



Kaunis Marketing Services Pvt. Ltd.

Corporate address / Registered Address - 708, The Summit Business Bay, Behind Gurusankar Petrol Pump,  
Opposite Cinemax, Prakashwadi, Andheri East, Mumbai 400093

CIN NO - U51909MH2015PTC283035 | Website - www.kaunis.in | E-Mail - info@kaunis.in | Phone - 022-49761235



To,  
Mr. Vikrant Rajeshirke,  
Pune,

### LETTER OF OFFER

We are pleased to offer you an Employment with **Ishanya Motors LLP** (An Authorized automobile dealership for Hyundai Motor India Ltd.) based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as "Sales Consultant" and will be based at our either Locations as mentioned below.

**Showroom 1:** ISHANYA MOTORS LLP, Showroom 1: 15/5, Dhankawadi .Opp Shankar Maharaj Math, Pune Satara Road, Pune-37.

**Showroom 2 & Workshop:** S.No.1, Ambegaon, Katraj Bypass road, Near Poddar International School Pune-46.

2. Your date of commencement of Employment will be from **21st June 2016**.
3. You will be entitled to receive a salary of **INR 12000/-** Gross per month (**Rupees Twelve Thousand Only**).
4. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to completion of first Month.
5. You will be on probation for a period of **Six months** from the date of joining.
6. Please bring along the below listed documents / details on your date of joining.
  - a) Identity & Address Proof (Copy of passport / birth certificate / S.S.C/Highest Degree held) (Two Copies )
  - b) Original Academic Certificates (all from 10<sup>th</sup> to Highest)
  - c) Relieving letter from previous employer
  - d) Two passport size photographs (Recent)
  - e) 3 Months recent Salary Slip copy
7. Kindly sign a copy of this letter as a token of your acceptance of job offer and confirm your date of joining.

Looking forward for a long and mutually beneficial career with us.

Thanks & Regards,

  
**D. B. Bharati**  
Director  
Rajgad Dnyanpeth's  
Rajgau Institute Of Management  
Research And Development  
Bhankawadi, Pune- 43





Varsha Barde

**HR Dept.**

**Ishanya Hyundai**

T-Dhankawadi :02067071111

T-Ambegoan :02067082222

T-Service :02067089999

Email:hr1@ishanyamotors.com

[www.ishanya.hyundaimotor.in](http://www.ishanya.hyundaimotor.in)

Welcome to your dreams at Ishanya Hyundai.



Sep 19, 2016

**CONFIDENTIAL**

Mr. Bhagavat Ashish

**LETTER OF APPOINTMENT**

Dear Bhagavat

We are pleased to engage you in our **Graduate Trainee Scheme** with effect from Sep 19, 2016.

The duration of the training is for 12 months. You will be considered for absorption into the regular cadre of the company at the sole discretion of the management. During the tenure of your training, you will be designated as Graduate Trainee.

Your place of posting is the unit of the Company located at Pune EON.

1. **Remuneration**

Your emoluments/entitlements would be as follows:

	Rs / Month
Basic Salary	Rs. 8,020.83 /-
Management Allowance*	Rs. 5,323.70 /-
House Rent Allowance	Rs. 4,010.42 /-
Conveyance Allowance	Rs. 1,603.00 /-

2. **Benefits**a) **Leave Travel Allowance:**

You will be entitled to LTA of Rs 3,000.00 /- p.a. as per company policy.

b) **Medical**

You will be entitled to Medical Reimbursement towards Domiciliary Treatment upto a maximum of Rs 15,000.00 /- p.a. as per company policy. In addition, you will also be covered under the Mediclaim Policy for hospitalization.

c) **Others**

You will be covered under Provident Fund (PF), Employee State Insurance Corporation (ESIC), Gratuity and any other statutory payments as applicable.

Contd...2-

Vishal India Services Private Limited  
 Ground Floor, Plot No. 4, Ring-2  
 Sanjay Park, IT &ITES Special Economic Zone,  
 MIDC, Phase, Pune-411 014, Maharashtra, India

T: +91 20 2527 9000  
 F: +91 20 2527 9000  
 www.vishal.com

Registered Office: Ground Floor, Sanjay Park, Phase-2, Ring-2, Sanjay Park, Special Economic Zone, MIDC, Phase, Pune-411 014, Maharashtra, India

<https://mail.google.com/mail/u/0/#inbox?projector=1>

  
**Dr. D. B. Bharati**  
 Director  
 Rajgad Dnyanpeeth's  
 Rajgad Institute Of Management  
 Research and Development  
 Dhankawadi, Pune-43



Sep 19, 2016

**CONFIDENTIAL**

Mr. Dhavale Saneep  
 12 A. Dhanyapuri Society  
 Dhankawadi  
 Pune - 411043

**LETTER OF APPOINTMENT**

We are pleased to engage you in our Graduate Trainee Scheme with effect from Sep 19, 2016.

The duration of the training is for 12 months. You will be considered for absorption into the regular cadre of the company at the sole discretion of the management. During the tenure of your training, you will be designated as Graduate Trainee.

Your place of posting is the unit of the Company located at Pune EON.

**1. Remuneration**

Your emoluments/entitlements would be as follows:

	Rs / Month
Basic Salary	Rs. 8,020.83 /-
Management Allowance*	Rs. 5,323.70 /-
House Rent Allowance	Rs. 4,010.42 /-
Conveyance Allowance	Rs. 1,600.00 /-

**2. Benefits**

- a) **Leave Travel Allowance:**  
 You will be entitled to LTA of Rs 3,000.00 /- p.a. as per company policy.
- b) **Medical:**  
 You will be entitled to Medical Reimbursement towards Outpatient Treatment upto a maximum of Rs 15,000.00 /- p.a. as per company policy. In addition, you will also be covered under the Mediclaim Policy for hospitalization.
- c) **Others:**  
 You will be covered under Provident Fund (PF), Employee State Insurance Corporation (ESIC), Gratuity and any other statutory payments as applicable.

Contd. 2.

Vedanta India Services Private Limited  
 6th Floor, 7th Floor, 8th Floor, 9th Floor  
 EON Free Zone, IFC Free Zone, Economic Zone,  
 MIDC Area, Pune-411014, Maharashtra, India

91-11-020-71271000  
 7105002071274442  
 ved@vsnl.com

Registered Office: 6th Floor, 7th Floor, 8th Floor, 9th Floor, EON Free Zone, IFC Free Zone, Economic Zone, MIDC Area, Pune-411014, Maharashtra, India. Corporate Identity No. U12201TN2007PTC020004





V Belts  
Wedge Belts  
Timing Belts  
Vari-Speed Belts  
Conveyor Belts  
Link Belt

Taper Lock Pulleys  
Auto Belts  
Timing Pulleys  
Flexible Couplings  
Hoses  
Nylon Endless Belts

AUTHORIZED STOCKIST  
**F Fenner**

To,  
Mr. Funde Tushar  
Senior Account Executive  
741/2 Budhwar Peth Near kasardevi Temple Pune 411002

Date : 10/03/2016

**Subject: Appointment Letter**

I am pleased to inform you that you have been appointed for the role of Senior Account Executive. The terms of employment have been attached with letter. This is an official letter confirming your employment with Phoenix Trading Company starting from 10-03-2016.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Other related job terms and conditions already discussed with you.

Congratulations and welcome to Phoenix Trading Company.

Sincerely,

Dilip Pandya

Phoenix Trading Co.

Pune



*Dr. D. B. Bharati*  
Dr. D. B. Bharati  
Director  
Rajgad Institute Of Management  
Research And Development  
Bhankawadi, Pune-43



HEAD OFFICE :  
1170/21B, Shivajinagar,  
Rajguru Building, Pune 411 005.  
P : (020) 5535111 • Fax : (020) 5530376  
E-mail : pscpune@ph2.vsnl.net.in

PIMPRI ADDRESS :  
Shop No. 7, Jantani Chambers,  
Opp. KSB Pumps, Pune - 411016  
P : (020) 742 22 41  
• Fax : (020) 742 38 51

**PHOENIX**  
TRADING COMPANY

# FRIENDS ELECTRONICS

GURUKRUPA APT SHOP NO 4 MUKUND NAGER SWRGATE PUNE 37

PH NO : 020/40051177/9326274344

PANASONIC AUTHORIZED SERVICE CENTER

---

Mrs. Bombale Manasi

Employee Code: 15413

Date: 21-01-2016

Address: Pune

Subject: OFFER FOR FIXED TERM CONTRACT

We are glad to inform you that you are appointed as service engineer with Friends electronics for fixed term contract basis. The details of the offer is as follow:-

Date of Joining: 21-01-2016

NTH: 12000/-

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

If you wish to accept this offer kindly send the accepted copy of the same along with copy of following documents:

1. Adhar card
2. Educational proofs
3. Pan Card



Authorized Signatory

*[Signature]*  
Accepted By

*[Signature]*  
**Dr. D. B. Bharati**  
Direct  
Rajgad Dnyanpeeth's  
Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43





# Horizon Geospace

Consulting Engineer

Satya Sai Nagar Society Flat No.5, 'D' Wing, Mohan Nagar, Dhankawadi Pune - 411043

E-mail: horizongeospace@rediffmail.com, M: +91 9890041637

Ref.No.

Date: 7-April-2015

Date:

Ms. Bhafara Kavita Ashok

Pune.

Subject: Appointment Letter

Dear Kavita,

We are pleased to inform that you have been selected for employment with **Horizon Geospace (Consulting Engineer)**. Your total emoluments are **Rs. 120000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of (one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation. You ceasing to report for work with the Company within the said period of 12 months Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

Yours sincerely,

Horizon Geospace (Consulting Engineer)

Manager  
Horizon Geospace

  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune- 43



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

on \_\_\_\_\_ Date & Signature \_\_\_\_\_



# FoodCognics™

More Than Just Trade!

Date: 13<sup>th</sup> April 2015

To,  
Ms. Bombe Mansi  
Pune

Dear Sir,

### Offer Letter

With reference to your application for the employment and subsequent interview conducted on 13<sup>th</sup> April 2015, we are pleased to offer you the position of Head Executive- Sales and Marketing in Foodcognics, subject to fulfillment of formalities. Your monthly gross salary will be Rs. 13000/- inclusive of all allowances, which may be enforced from time to time

You are advised to submit the copies of the following documents along with original for verification.

1. Educational qualification from standard X onward.
2. Birth certificate / Proof
3. Aadhar card
4. PAN Card
5. Voter ID/ Driving license
6. Previous Work experience
7. Two passport size photo

Please note that this offer letter is valid for a period of 15 days from the date of issue. If you fail to complete the documentation procedure it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

The appointment letter will be issued subject to your submission and scrutiny of the requisite documents.

We look forward to have you in the foodcognics family.

Yours Faithfully,

FoodCognics

  
**Dr. D. B. Bharati** **Dr. D. B. Bharati**  
 Director Director  
 Rajgad Dnyanpeeth's Rajgad Dnyanpeeth's  
 Rajgad Institute Of Management Rajgad Institute Of Management  
 Research And Development Research And Development  
 Dhankawadi, Pune- 43 Dhankawadi, Pune- 43



**FoodCognics Trading and Consultancy Services Pvt. Ltd.**

Address-F1-A/804 Chandrarang, Satin Skys S.NO.49/1, Pimple-Gurav, Pune, Pune MH 411061 IN

Email - info@foodcognics.com Contact No. (91) 7218021999 www.foodcognics.com



Date: 6-March-2015

Mr Chavan Swapnil,  
Pune

Subject: Appointment Letter

Dear Swapnil,

We are pleased to inform that you have been selected for employment with C.V. Patil & Association (Consultant). Your total emoluments are Rs. 250000/- per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or You ceasing to report for work with the Company within the said period of 12 months. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

**Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.**

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

Yours sincerely,  
For C.V. Patil & Association



*H. Bharati*  
**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Rajgad Institute Of Management  
Research And Development  
Dhankawadi, Pune-43





# Horizon Geospace

Consulting Engineer

Satya Sai Nagar Society Flat No.5, 'D' Wing, Mohan Nagar, Dhankawadi Pune - 411043

E-mail: horizongeospace@rediffmail.com. M: +91 9890041637

Ref.No.

Date:

Date: 6-Jan-2015

Mr Priyanka Chinchkar,  
Karrvenagar Pune

Subject: Appointment Letter

Dear Priyanka,

We are pleased to inform that you have been selected for employment with **Horizon Geospace (consulting engineer)**. Your total emoluments are **Rs. 250000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of (one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or You ceasing to report for work with the Company within the said period of 12 months Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. **Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.**

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

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

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

Yours sincerely,  
For Horizon Geospace

Manager  
Horizon Geospace

**Dr. D. B. Bharati**  
Director  
Rajawade Institute Of  
Research And Development  
Dhankawadi, Pune-43



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

on \_\_\_\_\_ Date & Signature \_\_\_\_\_



V Belts  
Wedge Belts  
Timing Belts  
Vari Speed Belts  
Conveyor Belts  
Link Belt

Taper Lock Pulleys  
Auto Belts  
Timing Pulleys  
Flexible Couplings  
Hoses  
Nylon Endless Belts

AUTHORISED STOCKIST  
**F. Fenner**

To,  
Mr. Deshmane Aniket  
Senior Account Executive  
741/2 Budhwar Peth Near kasardevi Temple Pune 411002

Date : 06/04/2015

Subject: Appointment Letter

I am pleased to inform you that you have been appointed for the role of Senior Account Executive. The terms of employment have been attached with letter. This is an official letter confirming your employment with Phoenix Trading Company starting from 06-04-2015.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Other related job terms and conditions already discussed with you.

Congratulations and welcome to Phoenix Trading Company.

Sincerely,

Dilip Pandya

Phoenix Trading Co.

Pune



*Dr. D. B. Bharati*

**Dr. D. B. Bharati**  
Director  
Rajgad Dnyanpeeth's  
Research Institute Of Management  
Research And Development  
Dhankawadi, Pune-43



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Rajguru Building, Pune-411 005.  
☎ (020) 521 51 11 • Fax (020) 553 03 76  
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PIMPRI ADDRESS :  
Shop No. 7, Jantari Chambers,  
Opp. KSB Pumps, Pune - 411018  
☎ (020) 742 22 41  
• Fax (020) 742 38 51





# FoodCognics™

More Than Just Trade |

Date: 09th April 2015

To,  
Mr. Deshmane Vivek  
Pune

Dear Sir,

### Offer Letter

With reference to your application for the employment and subsequent interview conducted on 09<sup>th</sup> April 2015, we are pleased to offer you the position of Head Executive- Sales and Marketing in Foodcognics, subject to fulfillment of formalities. Your monthly gross salary will be Rs. 11000/- inclusive of all allowances, which may be enforced from time to time.

You are advised to submit the copies of the following documents along with original for verification,

1. Educational qualification from standard X onward.
2. Birth certificate / Proof
3. Aadhar card
4. PAN Card
5. Voter ID/ Driving license
6. Previous Work experience
7. Two passport size photo

Please note that this offer letter is valid for a period of 15 days from the date of issue. If you fail to complete the documentation procedure it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

The appointment letter will be issued subject to your submission and scrutiny of the requisite documents

We look forward to have you in the foodcognics family.

Yours Faithfully

FoodCognics

*Dr. D. B. Bharati* *D. B. Bharati*  
**Dr. D. B. Bharati** **D. B. Bharati**  
 Director Director  
 Rajgad Dnyanpeeth's Rajgad Dnyanpeeth's  
 Institute Of Management Institute Of Management  
 Research And Development Research And Development  
 Dhankawadi, Pune-43 Dhankawadi, Pune-43



**FoodCognics Trading and Consultancy Services Pvt. Ltd.**

Address-FL-A/804 Chandrarang, Satin Skys S.NO.49/1, Pimple-Gurav, Pune ,Pune MH 411061 IN  
Email-info@foodcognics.com Contact No-91-7218024999 www.foodcognics.com



# Horizon Geospace

Consulting Engineer

Satya Sai Nagar Society Flat No.5, 'D' Wing, Mohan Nagar, Dhankawadi Pune - 411043

E-mail: horizongeospace@rediffmail.com. M: +91 9890041637

Ref.No.

Date:

Date: 4-Feb-2015

Mr kalpesh Devkate,  
Resi -S no. 230/11 Indira Nagar,  
PUNE-411037.

**Subject: Appointment Letter**

Dear Kalpesh,

We are pleased to inform that you have been selected for employment with **Horizon Geospace (consulting engineer)**. Your total emoluments are **Rs. 150000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs. 10000/- on completion of (one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or You ceasing to report for work with the Company within the said period of 12 months. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

**Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.**

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

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

Yours sincerely  
For Horizon Geospace

Manager  
Horizon Geospace

**Dr. D. B. Pharati**  
Direct  
Rajgad Deyat  
Rajgad Institute of Management  
Research And Development  
Dhankawadi, Pune



I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and I shall join the Company on \_\_\_\_\_ Date & Signature \_\_\_\_\_.