



**Jawahar Education Society's
Institute of Technology, Management & Research, Nashik**

Approved by AICTE and DTE, Government of Maharashtra, Affiliated to University of Pune

5.2.1 Number of placement of outgoing students during the year

Year 2022-23



KodNest Technologies Pvt Ltd,

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

20-April-2023

Sub: Offer Confirmation Letter

rutvik narwade,

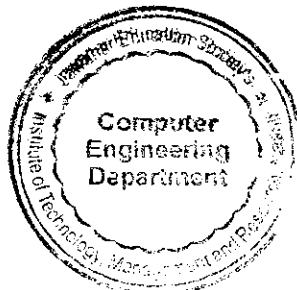
Congratulations on being selected for our CSR Program 2023!

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

TERMS AND CONDITIONS

1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.
2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.



Fmb

Head

Department of Computer Engineering,
Institute of Technology, Management & Research,
Bangalore



Address

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com

3. Participation in all training and placement drives and opportunities that meet the criteria provided by KodNest through various channels is mandatory for the trainee. The trainee must actively participate in all such opportunities and ensure that they obtain pre-approval in case of emergency situations. Failure to comply with this requirement may result in disciplinary action, up to and including termination of the training opportunity.

4. Rest assured that Kodnest will not charge any fees or require any payment of any kind from the trainee who has been selected through the CSR program. It is our pleasure to offer this opportunity to you without any financial burden.

5. KodNest takes its policies and code of conduct very seriously and expects its Trainees to abide by them at all times. In case of any violation of policy or misconduct, KodNest reserves the right to terminate your Training immediately, without prior notice. Such violations could include but are not limited to, inappropriate behavior, harassment, discrimination, or other acts that may harm the reputation or training and learning environment of KodNest. Such actions would be taken only after due investigation and consideration of the circumstances surrounding the breach or misconduct. KodNest will strive to ensure that such actions are fair and reasonable and that trainees are aware of the reasons for such actions.

6. We will inform you of the mode of training, 15 days prior to your joining date. To ensure the validity of the offer, it is required that you have no pending backlogs at the time of joining.

7. KodNest Technologies Pvt. Ltd. will provide the training materials (Welcome kits).

Securing a job on campus is a common aspiration, but you need not worry as KodNest is here to help you make that dream come true through our KodNest CSR & Dream Factory program. We offer immersive learning experiences and a plethora of placement opportunities, so make the most of this chance. If not, we look forward to meeting you at KodNest's world-class physical and digital infrastructure.

We are dedicated to giving back to society through education and are thrilled to support talented and motivated individuals like you in achieving your goals. Congratulations on being selected for our CSR Drive, and we look forward to embarking on this journey together.

Kindly sign and return a copy of this letter.

We welcome you and wish you the best in your career.



Address

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000125



E-mail

hello@kodnest.com



Website

www.kodnest.com



fmb.
Department of Computer Engineering
Institute of Technology, Management & Research
Washik

Confidentiality policy

- All documents provided by the company must be kept confidential except in the case of legal advice.

Regards,



Akash Pandey
CEO & Co-Founder

Accepted

(Signature of the Candidate)

ANNEXURE 1:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.



Head

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Website

www.kodnest.com



MH-01-0029232

KODEO SOFTWARE TECHNOLOGY OFFER LETTER

KST/IAD0249

04/19/2023

Dear Krushnakant Suklal Bag,

We are pleased to offer you an appointment to the position of **Web Developer Trainee** in Kodeo Software Technology. This training position is for a 3 months term beginning 04/20/2023 and ending 07/21/2023. You will be on probation for 3 months and your continued participation in the training position will be dependent upon successful completion of courses and learning objectives as scheduled in the training plan. If you successfully complete the training program, you will be offered a position as Web Developer in Kodeo Software Technology.

In essence, your training will embrace orientation and give emphasis on learning new skills with a deeper understanding of concepts through hands-on application of the knowledge you gained as an trainee. Our team is confident that you will acknowledge your obligation to perform all work allocated to you to the best of your ability within lawful and reasonable direction given to you.

We look forward to a worthwhile and fruitful association which will make you equipped for future projects, wishing you the most enjoyable and truly meaningful training program experience.

Thank you
Team Kodeo Software Technology Pvt. Ltd.

contact@kodeosoftech.com




Authorized Signature
(Rushikesh B. Shirde (Director))



08/05/2023

Letter of Intent –Free Training and Placement under CSR

Dear Saurabh Haushiram Khatal (Jawahar Education Society INSTITUTE OF TECHNOLOGY MANAGEMENT AND RESEARCH NASHIK)

We are pleased to inform you that you have been selected for CSR-Incubation batch of Technology Training and Placement which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin from May 01/06/2023 Course Duration (3.5 month)

The Mode of Training will be offline & Online.

The Training will be conducted every day from Monday to Friday .

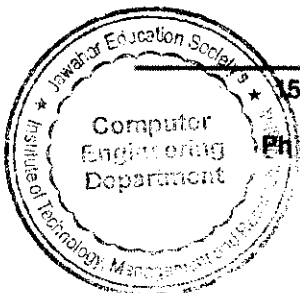
Note: Student must attend Offline Classes mandatory after final Semester Exams.

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java / python / Dotnet based on student choice.
Technology training on common modules which includes web technologies, and database mysql/sql server
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 3 LPA to 8 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.
12. Student must clear mock interview to apply for our client companies.



5/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
PH: 080-41645630, email: Info@techpalle.com | website : www.techpalle.com

Head
Department of Computer Engineering
Institute of Technology, Management & Research
Nashik



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

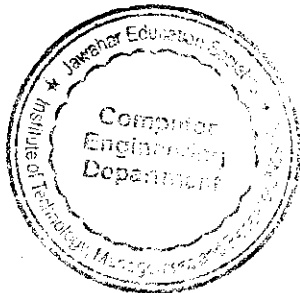
Mandatory Requirements while joining:

- (1) Student has to bring a photo copy of his or her X, XII mark sheets
- (2) Student has to bring a photo copy of Engineering all semester mark sheets up to 6th semester
- (3) Student has to bring photo copy of Aadhar card
- (4) Student has to bring photo copy of college ID proof
- (5) Student has to bring his or her pass port size photo

We look forward to welcome you on board.

Sincerely,

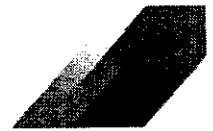
Shagufta
HR Team
Palle Technologies



F sb

Head

Department of Computer Engineering,
Institute of Technology, Management & Research
Bastak.



August 18, 2022

Prathamesh Joshi

Dear Prathamesh,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Technical Support Engineer - 1**. In this capacity you will be reporting to **Suyash Srivastava**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 1,000,000** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Relocation: Along with your new role at VMware comes a relocation. We realize that relocating to a new city can be exciting and also a bit stressful. We want to assure you that our mobility programs are designed to support your transition and our suppliers are carefully selected to help you.

VMware partners with Altair Global, a relocation management firm, to assist you with each step of your relocation. You will have a dedicated consultant who is your primary point of coordination; providing resources and addressing your questions.

Your consultant will be extending a Letter of Understanding (LOU) outlining your relocation package for your review prior to accepting your offer with VMware.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.



f mb
Head

Department of Computer Engineering
Institute of Technology, Management & Private - Protected
VMware Software India Private Limited
Kalyani Vista, Sy. No. 163/1 & 165/17, Doraisanipalya, 4th Phase, JP Nagar, Bengaluru - 560076, India
Phone: +91-80-4044 0000 fax: +91-80-4044 0096 Web: www.vmware.com



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}

Employee Printed Name: Prathamesh Joshi

Date: {{ Date_es_:signer1:date }}

ALTIOSTAR

13 December, 2021

Sujit Balu Sawant
Saihit R/H, Room NO.3,
Ekdant Nagar, Ambad,
Nashik-422010, India.

Dear Sujit:

With reference to your application to Altiostar Networks India Pvt. Ltd. ("Company"), and subsequent interviews, we are pleased to offer you a Lab Technician position at our Bangalore Office.

agreed your start date with the Company will be no later than **15 December, 2021**. If this date is changed with mutual consent, then the newly agreed start date remains binding on you. The change in date may be intimated to you via an email to your email id available in our records, with a reference of this offer letter

Your Annual Gross emoluments will be **Rupees Five Lakhs**. This is a gross CTC figure. A breakup of the same is attached with this offer letter as Annexure 1. This salary (CTC) is subject to Income tax as per the applicable income tax laws of India. Meaning, income tax will be deducted per month from your monthly salary amount as per the applicable tax bracket for your salary, after considering your investments under the relevant sections of the Income tax law.

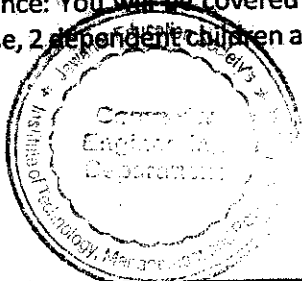
You will also receive a one-time sign-on bonus of Rupees Fifty Thousand. In case you leave Altiostar Networks within two years of receiving the sign on bonus, you will have to return a pro-rated amount.

This offer of employment is subject to your producing:

- Evidence of your technical qualifications.
- Relieving letter from your current/last employer if applicable.
- Latest Pay slip or Form 16 from your current / last employer.
- Proof of your experience mentioned in your resume.
- Your eligibility to work in India.

As a part of your employment at Altiostar Networks, you will be entitled to the following benefits:

- Paid annual leave of 30 days as per the Company's leave policy (Paid Time Off), i.e. 2.5 days of paid leave per month.
- 10 public holidays per year. A list of public holidays for the prevailing year would be shared with you upon joining.
- Maternity benefit (as applicable) as per the Maternity Benefits Act, 1961.
- Gratuity as per the provisions of The Payment of Gratuity Act, 1972.
- Provident Fund: You will be eligible to participate in a Provident Fund scheme wherein an amount equivalent to 12% of your basic salary will be paid by the Company (as your employer) and 12% by you (will be deducted from your monthly pay). Both the contributions are a part of your aforementioned CTC.
- Medical Insurance: You will be covered under a Group Medical insurance plan as per the Company's policy for yourself, spouse, 2 dependent children and parents OR In-laws as applicable and you will be enrolled upon joining.



Head of Department
Department of Computer Engineering
Institute of Technology, Management & Research
Nashik.

ALTIOSTAR

The working hours of the Company are from 10 am to 7pm, from Monday through Friday, i.e. 45 hours per week. Saturday and Sunday are considered as weekly off days.

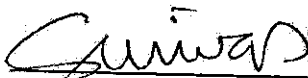
As part of your employment at Altiostar Networks, you will be required to execute one or more agreements to include protection of intellectual property, non-disclosure of certain information, and non-solicitation and non-competition in the event that your employment with Altiostar Networks ceases.

This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the Company during your interview and entire recruitment process.

Altiostar Networks offers a fast-paced, entrepreneurial environment. We are working on innovative and intelligent solutions, which will further enable and open the world of wireless communications. We are confident your contributions will be valuable to our success and look forward to a mutually beneficial relationship for many years to come.

Kindly confirm acceptance by signing and returning one copy of this letter.

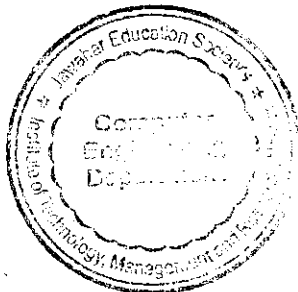
Sincerely,



Srinivas Gudladana
Head of Operations-India



I accept your offer hereinabove and will join on or before:

Start Date: _____ Signature: _____



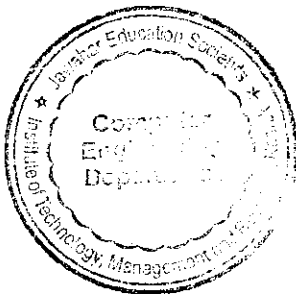

Head
Department of Computer Engineering
Institute of Technology, Management & Research
Jashit

ALTIOSTAR

Annexure 1

Salary structure:

SUJIT BALU SAWANT	5,00,000
CTC	5,00,000
Basic	2,00,000
HRA	80,000
LTA	16,667
Telephone	24,000
Entertainment	25,000
Books & Periodicals	10,000
Children Education	3,600
Food coupon	18,000
Special Allowance	98,733
Gross Salary	4,76,000
Employer's contribution of PF	24,000
COST TO COMPANY	5,00,000
Deductions:	
Employee's contribution of PF	24,000
Net Annual Salary before deduction of income tax	4,52,000
Net Monthly Salary before deduction of income tax	37,667



f mb

Head

Department of Computer Engineering
Institute of Technology, Management & Research
Nashik

Mudra Institute of Design & Technology, Nashik

Add: Ground Floor, Matoshri, Behind Rajlaxmi Bank , Near Vidya Vikas Circle, Gangapur Road.

Contact: 7276333305/06

Appointment Letter No: ED2023/C112

Date: 15th Sep 2023

APPOINTMENT LETTER

Dear **Harshada Dnyaneshwar Mhaisdhune**

Congratulations! This has reference to the discussion you had with us. In this connection, we are pleased to appoint you the position of **Cadd Trainer (Trainee Design Engineer)** on terms and conditions, which have been mutually discussed and agreed upon.

Your Annually Total Employment Cost to the Company will 96,000/- (Ninety Six Thousand Rupees Only)

Your appointment will be effective on your joining date, i.e., 15th Sep 2023. You are required to contact us immediately if you need an alternative joining date. Further, any change of joining date must be sent for confirmation over a mail to Hr. Manager.

Once we find you performing according to the standards established by the company, you could be eligible for an increment.

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

We at Mudra Institute of Design & Technology are growing at a faster pace along with the world of technology. We have to grow together in order to match our steps with this changing world. So, with complete trust and faith, we at Mudra Institute of Design & Technology welcome you to our ever-growing team of expertise.

To confirm your acceptance of this offer, on the terms and conditions specified in Annexure – A, please sign in the space provided. You are requested to return the duplicate copy of this letter within 2 days of your joining.

Once again, we are happy to welcome you to Mudra Institute of Design & Technology, Nashik!!

Mudra Institute of Design & Technology, Nashik



(SIGNATURE)

NAME: Mayur S.Wagh

DESIGNATION: Managing Director.

ACCEPTED BY

(SIGNATURE)

NAME:

DATE:

06 November 2023

Atul Pund
Post Borsar, Tq. Vaijapur,
Dist. Sambhajinagar
Maharashtra- 423703
☎ +91 9765119004
✉ atulpund3@gmail.com

LETTER OF OFFER

Dear Atul,

Congratulations!

We are pleased to offer you an Employment with 5D VDC Services LLP based on the interview/discussions you had with us, and your application submitted to us.

Details of the terms and conditions of the offer are as under:

1. You will be designated as BIM Modeler and will be based in Pune, Maharashtra.
2. Your date of commencement of Employment will be on 20th Nov 2023.
3. You will be paid a CTC of Rs. 27,000/- per month. Please find Salary Annexure in Section 1.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you upon your joining.
5. You will be on probation for a period of six months from the date of joining.
6. Please bring share the below-listed documents/details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport/ birth certificate/ S.S.C)
 - b) Original Academic Certificates (all from 10th to Highest)
 - c) Relieving letter from previous employer (Original)
 - d) Proof of compensation last drawn (3 Months - Original)
 - e) Two passport size photographs (Recent)
7. Kindly sign and return a copy of this letter as a token of your acceptance of this offer.

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

With best wishes,



Abhirup Banerjee
HR Manager
5D VDC Services LLP
Place and Date: Kolkata, 6-Nov-23

Section 1: Salary Annexure

CTC CALCULATION		
	Atul Pund	
	EARNING HEADS	MONTHLY
A	BASIC	13500
	HRA	5400
	CONV ALL	1600
	Other Allowance	4550
	GROSS SALARY	25050
B	DEDUCTION	
	P TAX	150
	PF	1800
	ESI	-
	TOTAL DEDUCTION	1950
	TAKE HOME SALARY	23100
C	EMPLOYER'S CONTRIBUTION	
	EPF Admin Charges	75
	EDLI	75
	PF	1800
	ESI	
	TOTAL CONTRIBUTION	1950
	COST TO COMPANY(A+C)	27000
	TOTAL ANNUAL CTC	324000

APPOINTMENT LETTER

Date: 20.11.2023

To

Mr. Rohit Balwant Singar,
At. Bhojade Tq. Kopergaon
Dist. Ahemadnagad Maharashtra- 423601.

Dear Mr. Rohit Balwant Singar,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as BIM Modeler at a starting base salary as Rs.25,000/- Per (Rs. Twenty-Five Thousand Only) Month. subject to all the statutory deductions as per the prevailing law.

You would be in probationary period of six months. But the management reserves the right to extend this period if necessary. If at the end of probationary period you are found suitable, we will confirm your appointment in writing.

The terms and conditions governing your appointment including the non-compete and confidentiality agreement (Annexure II). You shall agree to abide by the terms and conditions and the company rules as existing and amended from time to time as well as any other standing orders issued by the management.

You are requested to join your duty at the company premises from 20th November 2023 and complete the necessary formalities.

We feel that you can make valuable contribution to our efforts and hope that you recognize the outstanding career opportunities available for an individual with your background at VDC Consultants Private Limited.

We welcome you and wish you all the very best in your new assignment.

**Thanking you,
Sincerely,**

For VDC Consultants Private Limited.

Maithili Deshmukh

Authorized Signatory



Date: February 26, 2023

APPOINTMENT LETTER

Dear Mr.Pritam R Ahire

Mo: 8080420182

This is with reference to your application and subsequent interview; Management is pleased to appoint you in our organization for the designation of "Trainee" w.e.f.17th February2023, Grade '00' on the following terms and conditions.

1. You will be on probation for a period of "Six "months from 17th February 2023.
2. You will be paid monthly salary as per sheet attached.
3. After the expiry of the aforesaid probation period, your service will be confirmed, provided your performance is found up to date as well as satisfactory by the Company and/or you are found suitable for the post, otherwise either your probation period will be extended further in writing for a reasonable period and if you do not receive any intimation after the expiry of probation period, your probation period will be deemed to be extended till either your services are terminated or, you are absorbed in a permanent vacancy.
4. Notwithstanding the pay scale given, annual increments will be based and granted to you on your satisfactory and diligent discharge of duties. Annual increments may be withheld in case your work/conduct is not found satisfactory as well as up to the mark.
5. You will work within the framework of organizational structure, policies and directions as may be laid down/intimated to you by the management from time to time.
6. You will be a full time employee of the organization and will not undertake any other business/work either for payment or otherwise. In case, you wish to appear any examination or course, you need to inform management in writing.
7. You may be transferred to any section/department/other concerns where the management has got vested interest anywhere in India or outside India in existence or may come into existence in future.
8. During the tenure of your employment, the company may incur training/certification expenses on you. In the event you leave our services within a period of 12 months from the date of training/certification, you will be required to reimburse the entire training costs. Depending on the expenses involved, you may also be required to sign a service agreement with the company for a specific period, which will be indicated to you at that time. (To be used Case based)

CIN - U28999MH2020PTC336753

Telecom Towers * Solar Structures * Railway Structures Electric Monopoles
Highway Guard Rails * Structural Fabrication * Hot Dip Galvanization * EPC

www.fab360.in



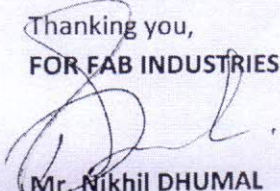
All appointments are based on the information furnished by you in your employment application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

During your tenure, you hereby warrant that you will not get into breach of any contract with any third party to undertake or perform the duties of your employment.

You hereby confirm that you are not party to any other valid service bond presently with any other entity/ person. Violation to this clause will lead to your dismissal without further notice.

This letter is being issued to you in duplicate. Please return one copy duly signed by you in token of your acceptance of the above terms and conditions.

Thanking you,
FOR FAB INDUSTRIES PVT. LTD.


Mr. Nikhil DHUMAL
HR-Manager.

I accept the above offer on the terms indicated.


(-----)

Signature

Enclosed

- 1) Salary Break up
- 2) Other relevant policies





TTL/926408

April 06 , 2023

To Whomsoever It May Concern

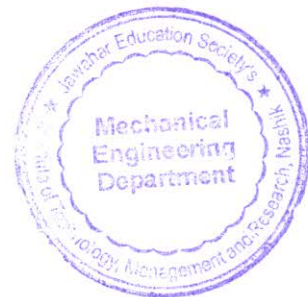
This is to certify that Mr. Manas Bhat (ID No. 00926408) is a bonafide employee of Tata Technologies Limited since March 06 , 2023.

This certificate is issued to him without any obligation on our part.

For Tata Technologies Limited.

**Vibhanshu Agnihotri
Global Head - Performance and Rewards**

This is a computer generated letter hence, does not require physical signature.



TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057
Tel +91 20 6652 9090 Fax + 91 20 6652 9035 web www.tatatechnologies.com

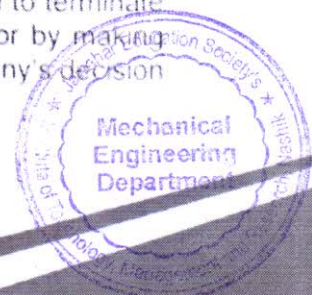
Date: 28/10/2021

To,
Mr Shebin Babu Cheriyan
No 5 Radhe row house
Ekdant Nagar, More Nagar
Nashik 422010

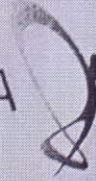
Dear Shebin,

We have pleasure in taking you on trainee basis in **CAM & simulation** department at **Nashik Plant II** on the following terms and conditions:

1. This training will be for a period of **1 year** from **28.10.2021** to **27.10.2022**.
2. Your remuneration will be as per Annexure "A" attached hereto.
3. You will eligible to Provident Fund as per the rules of the Company. You shall not be entitled to any perquisites or benefits as applicable to the regular employees. All payments to you shall be subject to deduction of tax at source.
4. If applicable, you shall be covered under the ESI Scheme as per the ESIC Act, 1948.
5. In case you are required to travel outside the city limits, you will be governed by the rules as applicable to an employee of a similar position in the Company equivalent to grade **L9- Operational**.
6. During the training period, you will work with the Company on a full time basis and shall be located at **Nashik Plant II**. You will be governed by the administrative rules and regulations of **Nashik Plant II** location.
7. During the training Period, you will be entitled to 30 days an all-inclusive leave per year prorated for the period of your service mentioned in your training. Any absenteeism beyond this limit will result in pro-rata deduction of compensation mentioned in Annexure A attached. Leave not availed can be encashed at the end of training period on PF base compensation. You shall not be entitled to any other leave.
8. This training will automatically stand terminated on the expiry of the Training Period, unless it is renewed by the Company, in writing, at its sole discretion.
9. It is expected that you will honestly, diligently and efficiently discharge your duties under this Training. In the event of breach of the terms of this Training Period or misconduct, negligence or failure to perform, on your part, during the Training Period, the Company will be entitled to terminate this Training, by giving you, one (1) month's written notice or by making payment of one month's fee in lieu of such notice. The Company's decision on the above issues will be final and binding on you.



SMOLLANINDIA



LETTER OF OFFER – CUM - APPOINTMENT

Date 06 Apr-2017

Mr. Abhishek Vasant Dheringe

A/P Palse Sakhar Karkhana road, NR Bangali Baba, Nashik, 422102

Emp Code: 25528

Dear Abnishok

We refer to your application for a job and the subsequent interview session and pleased to confirm that, you have been selected to work in our organization.

Your job role at the time of joining will be **Marketing Executive**, for discharging duties in managerial, supervisory and administrative capacity, in the RS Service Management (RSSM) Channel. Please note upon your joining and any time thereafter, the Company, reserves its rights to assign you any work or reassign you in such capacities and such places in India as the Company may deem suitable from time to time

1. Headquarter/Field base

Head Quarters	Field Base
Pune	SIFMPL - Nasik

2. Remuneration:

Details of your remuneration is set out in Annexure-A hereto. Any changes in remuneration indicated above will be as per the Company's Policy and subject to evaluation of your performance as per the performance assessment cycle of the Company

Your appointment will be effective, from 06-Apr-2017. This offer cum appointment letter shall stand cancelled if you do not report to the duty within 3 days of the date of your receipt of this Communication

3. Date of Birth:

You have given 17-Oct-1997 as your date of birth with proof thereof. Please note that this date of birth will not be changed for any reason whatsoever.

If the above proposal is acceptable to you, please confirm your written consent and report for joining. Upon acceptance of this appointment, together with Annexures hereto, this letter will be considered as an employment contract for personal service from the date of your joining the company

Welcome to the Smollan India team and wishing you a long and mutually beneficial association

Yours faithfully

For Smollan India Field Management Private Limited

Authorised Signatory

I accept the above terms and conditions of employment contained in this letter of appointment.

Signature

Date

Smollan India Field Management Private Limited

CIN NO.: U74900MH2016PTC272802

Registered & Head Office: Dakshina, 5th Floor, Plot No. 2, Sector 11, CBD Belapur, Navi Mumbai - 400 614
Telephone No: +91-22-3966 2500 | Email: contactsifm@smollan.co.in | website: www.smollan.in





Bunts Tools Pvt. Ltd.

Manufactures of: Precision Machine Component
Regd. Office F-55, MIDC, Ambad, Nashik-422101, Maharashtra India
Plant III: S-33, MIDC, Ambad, Nashik-422101, Maharashtra, India
CIN: U29253MH2011PTC211889

Date : 10 November 2021

Subject: Appointment letter for the post of "CNC OPERATOR"

We confirm the following details regarding employment of **Mr. Vishal Donde** with Bunts Tools. Pvt.Ltd.

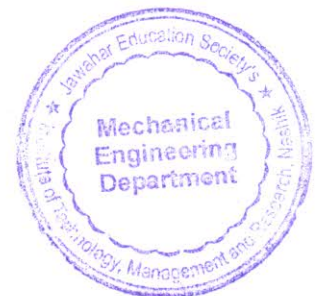
Further to our personal meeting, we are pleased to appoint you as "CNC OPERATOR" and in our organization effective from 10th Nov 2021. At our site Bunts Tools Pvt Ltd, Ambad. We will pay of Rs.12,000.00 (Rupees Twelve thousand only) per month, -Overtime, and other company benefit, PF, ESIC, Bonus etc . We will give increment after your Probation period after 6 months.

You will be eligible for all statutory payments as per Company policy after six months and also will get Uniform, Safety shoe etc, If you're working with extra hours you will get overtime.

You will be on probation period for 3 months and during this period; your services can be terminated with immediate effect in case your services are not to the management's expectation.

For, BUNTS TOOLS PVT LTD

Authorized Sign
Directore





PATIL ENGINEERING WORKS

Design & Mfg. Sheet Metal Dies, Jigs & Fixture & Precision VMC Job Work
Ambad MIDC, 422010

Contact No: - 8766771039

Date :02/10/2021

To

Shubham Balasaheb Jadhav

Mobile : 8830128707

Dasak , Jailroad ,Nashikroad,

Nashik 422010

Dear Shubham Jadhav,

With Reference to the interview You Had with us, We are Pleased to take as CNC OPERATOR.

Working Hours : The working hours to be followed by the employee, Sunday To Friday (Saturday off)

Job Location : Ambad MIDC

Salary : You will be paid rs 12990/- We look forward to welcoming You as a New Employee at PATIL ENGINEERING WORKS.

Your Faithfully

For Patil Engineering Works.





AMBAY TOOLS

ALL TYPES OF JOB WORKS AND MAINTENANCE WORKS

ADDRESS:- Plot no. SS-90 MIDC Satpur Near Mahindra and Mahindra Main Gate Satpur Nashik-422007

Mobile no.:- 9823475394 / 7058773751. Email ID:- ambaytools@gmail.com

Date:-09-AUG-2021

Letter of Appointment

To

Mr. Harshad More

181/3/a/1 Near Old mahindra godown

sharmik nagar satpur nashik-12

Dear Mr. Harshad more

This has reference to our Offer of Employment in Ambay Tools satpur-07 and your completing joining formalities as per Ambay Tools policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Turner & Miller.

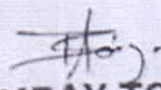
Please sign and return the duplicate copy of this letter.

we take this opportunity to extend you a warm welcome to the Ambay Tools Family.

With warm regards

Yours sincerely,

FOR AMBAY TOOLS


AMBAY TOOLS

Proprietor

For AMBAY TOOLS



Factory : Plot No.-FD-1/A,Phase-3,M.I.D.C.(Food Park),Vinchur,Tal.Niphad,Dist.Nashik.-422 305 (MH)

E-mail : anandsagaroilmill@gmail.com - Mob :- +91 70 38 69 88 88.

Office : Near Maruti Mandir, Vinchur, Tal.Niphad, Dist.Nashik, - 422 305. - GSTIN: 27ABKFA0195K1Z7

To,

Vrushabh Sharad Nirbhavne,
At post - Takli Vinchur, Tal- Niphad
Dist- Nashik
Pin - 422305

Dear Vrushabh,

12th April 2021

With refrence to the interview you had with us, We are Pleased to take as Accountant .

Working Hourse :- The working hourse to be followed by the employee ,Monday to Saturday working (Sunday off).

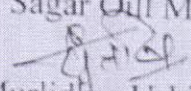
Job Location :- Vinchur,Lasalgaon.

Salary :- You will be paid a Rs .9000/-p.m. we look forward to welcoming you as a new employee at Anand Sagar Oil Mill .

Thanking you,

ANAND SAGAR OIL MILL

YOur's faithfully
For Anad Sagar Oil Mill


Santosh Murlidhar Ushir
(Plant Head)





AMBAY TOOLS

ALL TYPES OF JOB WORKS AND MAINTENANCE WORKS

ADDRESS:- Plot no. SS-90 MIDC Satpur Near Mahindra and Mahindra Main Gate Satpur Nashik-422007

Mobile no.:- 9823475394 / 7058773751. Email ID:- ambaytools@gmail.com

Date:-09-AUG-2021

Letter of Appointment

To

Mr. Rohit Prajapati

181/3/a/1 Near Old mahindra godown

sharmik nagar satpur nashik-12

Dear Mr. Rohit Prajapati

This has reference to our Offer of Employment in Ambay Tools satpur-07 and your completing joining formalities as per Ambay Tools policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Turner & Miller.

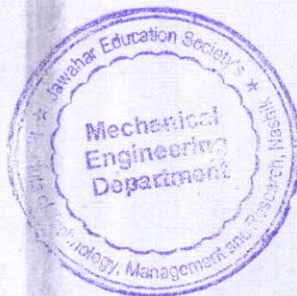
Please sign and return the duplicate copy of this letter.

we take this opportunity to extend you a warm welcome to the Ambay Tools Family.

With warm regards

Yours sincerely,

FOR AMBAY TOOLS



AMBAY TOOLS

Proprietor

For AMBAY TOOLS



YASHASWI

System ID : 566124

Date:- 04/12/2020

(Approved Third Party Aggregator Under Apprenticeship Act, 1961)

To,
Mr.Sagar Ratilal Sabale,
N-42/J-B-3/4/7 Akshay Chouk, Pavan Nagar Cidco Nashik 422009

Sub - Provisional Offer Letter for Engagement of Apprentice Trainee under the Apprenticeship Act, 1961

Dear Sagar,

With reference to your application with us for Apprentice Trainee, we are pleased to engage you as Apprentice Trainee under the Apprenticeship Act, 1961 in "TDK INDIA PRIVATE LIMITED NASHIK" subject to the following terms and conditions:

The Period of training shall be 36 months months with start date 04/12/2020 and end date 03/12/2023.

You will be paid consolidated monthly stipend for 1st Year (Stipend Rs.11000 +HRA Rs.1000 +Attendance Bonus Rs.1000) = Rs.13000

You will be paid consolidated monthly stipend for 2nd Year (Stipend Rs.12000 +HRA Rs.1000 +Attendance Bonus Rs.1000) = Rs.14000

You will be paid consolidated monthly stipend for 3rd Year (Stipend Rs.13000. +HRA Rs.1000 + Attendance Bonus Rs.1000) = Rs.15000

During the training period you shall fulfil the assigned training tasks as per the training provided to you in the company as assigned by the officials whom you would be reporting.

The detailed tri-party training contract under the Apprenticeship Act shall be provided to you within 15 days from this offer letter. The said contract is signed by the company official & the Apprenticeship Advisor.

In case of any reasons your contract is rejected by the Apprenticeship Advisor, the company may not be in a position to continue your training & this provisional letter shall be treated as invalid in that case and your training would come to end with immediate effect.

If you have any other queries, please feel free to write to apprenticeship.manager@yashaswigroup.in. You would need to express your acceptance as Apprentice Trainee with the company on the above terms by signing a copy of this letter offline / online.

Congratulations and Welcome aboard the Apprenticeship training.

Sincerely,

For Yashaswi Academy For Skills



PRASAD DIGAMBI
555208
Authorized Signatory
Date:-04/12/2020

Accepted & Agreed

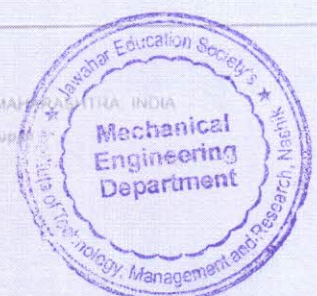
Mr.Sagar Ratilal Sabale
Apprentice Trainee
Date:-04/12/2020

YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA

T: +91 20 8749 2727 | E: prasad@yashaswigroup.in | W: www.yashaswigroup.in

CIN: U26100G2011NPL151000



TRACK

COMPUTER SYSTEMS

Date: 15/06/2021

Mr. Bhushan Shirsath,
Raigad Chowk , Pavan Nagar,
Cidco , Nashik-7

The Management is pleased to appoint you on the post of **Production Supervisor** with effect from **15.06.2021** on the following terms and conditions which will apply to you on Probation as well as while you are employed as a On roll Employee.

With effect from **15.06.2021**, you will be placed on probation for a period of One year from the date of your joining. The probationary period may be extended unless not confirmed in writing at the discretion of the management.

While on probation you will be entitled to get a gross salary of Rs.17500/- Per month subject to taxes as Applicable.

On expiry of the above probation period or extension thereof, you will continue to be on probation unless you are confirmed in the service.

During your probation, your performance will be under scrutiny/assessment by the management. If during probation the management is not satisfied with your ability or performance, your services are liable to be terminated without notice and without assigning any reason.

On satisfactory completion of your probation you will be placed in the proper grade and will be confirmed in writing, if found suitable.

During your Employment as an employee you will be entitled to Casual Leaves, Sick Leaves and Privilege leave as per the rules governed; during a calendar year as per company's policy.

If eligible, you will be covered under the Employees State Insurance Act and Employees Provident Fund Act.

Duties & Responsibilities

You will perform during working hours all kinds of work assigned to you as per the instructions of your superiors.

You will also perform any other incidental work if and when required and if and when instructed to do so by your superiors.

You will be responsible for keeping your place of work neat and clean.



TRACK

Your service will also be liable for termination for suppression of any information or for furnishing any false information with a view to obtain employment

In case there will be any change in your address, you will intimate the company in writing within three days from the date of such change.

Any letter sent by the company by Registered A.D. Speed Post/Through Courier at the above address will be deemed as proper service.

Any Communication sent by e-mail or fax at the above email address or fax number will be deemed as proper service.

Your continuous absence for 8 days or more without any communication to the management by itself will be proof of your voluntary abandonment of services and accordingly your name will be removed from the muster roll.

Grant of Privilege leave will depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you will have to apply in the prescribed form to the appropriate authority and seek prior approval for such leave. Similarly, for extension of leave, an application will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the company at least 3 Days prior to expiry of leave. While making such application you will state your address during the leave period. Mere submission of application will not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing you will not be treated to be on leave.

You will be bound by any rules & regulations enforced by the management from time to time in relation to conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order in the part of these terms of employment.

Please confirm the above terms having been correctly reproduced and being agreed upon by making your endorsement below.

For Track Component. Ltd

Authorized Signatory



Date.....

I confirm that the above terms and conditions are correct reproduction of what I have discussed and agreed upon with Management.

Date.....



Signature of Appointee

05.04.2022

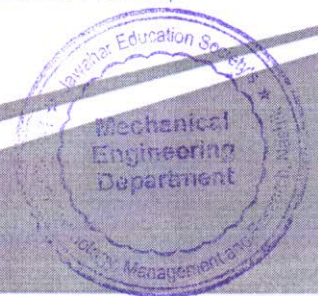
To,

Mr. Harshal Shirude
AT. Post Arvi, Pandurang Nagar Arvi,
Tal. Dhule, Dist- Dhule Arvi,
Maharashtra- 424006

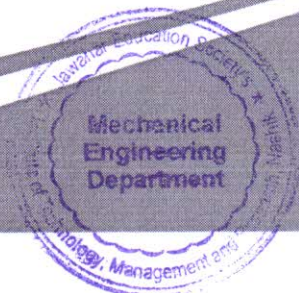
Dear Harshal,

We have pleasure in taking you on contract basis in **Press PU** department at **Nashik Plant I** on the following terms and conditions:

1. This contract will be for a period of **one year** from **09.04.2022** to **08.04.2023**.
2. Your remuneration will be as per Annexure "A" attached hereto.
3. You will eligible to Provident Fund as per the rules of the Company. You shall not be entitled to any perquisites or benefits as applicable to the regular employees. All payments to you shall be subject to deduction of tax at source.
4. If applicable, you shall be covered under the ESI Scheme as per the ESIC Act, 1948
5. In case you are required to travel outside the city limits, you will be governed by the rules as applicable to an employee of a similar position in the Company equivalent to grade **L9-Operational**.
6. During the contract period, you will work with the Company on a full-time basis and shall be located at **Nashik Plant I**. You will be governed by the administrative rules and regulations of **Nashik Plant I** location.
7. During the contract Period, you will be entitled to 30 days an all-inclusive leave per year prorated for the period of your service mentioned in your contract. Any absenteeism beyond this limit will result in pro-rata deduction of compensation mentioned in Annexure A attached. Leave not availed can be encashed at the end of contract period on PF base compensation. You shall not be entitled to any other leave.
8. This contract will automatically stand terminated on the expiry of the contract Period, unless it is renewed by the Company, in writing, at its sole discretion.



9. It is expected that you will honestly, diligently and efficiently discharge your duties under this Contract. In the event of breach of the terms of this Contract or misconduct, negligence or failure to perform, on your part, during the Contract Period, the Company will be entitled to terminate this contract, by giving you, one (1) month's written notice or by making payment of one month's fee in lieu of such notice. The Company's decision on the above issues will be final and binding on you.
10. The Company will be entitled to terminate this contract by giving you, 1 Month written notice. In case you want to terminate this contract, you will be required to give 1 Month written notice or forfeit in lieu thereof, the fee for 1 Month or pro-rated for the period by which such notice falls short of 1 Month.
11. In the event if you remain absent during your contract for a continuous period of 8 days or more without informing the company for any reason whatsoever nature, your contract shall automatically stand discontinued.
12. During the contract Period, you will not engage yourself, directly or indirectly, in other business or work part-time or accept any form of employment or contract assignments except to the extent as may be permitted by the Company, in writing. Similarly, you will not engage yourself in any business activity, which in the opinion of the Company, is likely to have conflict of interest with the Company.
13. During the contract Period, you will observe secrecy and confidentiality and will not divulge, disclose or make known to any person nor will you unauthorizedly use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and shall not copy or transmit the same unauthorizedly through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner co-operate with any person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the expiry of the contract Period, you will not use, divulge, disclose or remove in any manner whatsoever, confidential information of the type described above of which you were possessed, during the contract Period.
14. You will also observe all the confidentiality measures which are in existence, or which may be enforced by the Company, from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device, etc. You shall execute a confidentiality agreement, if so desired by the Company.



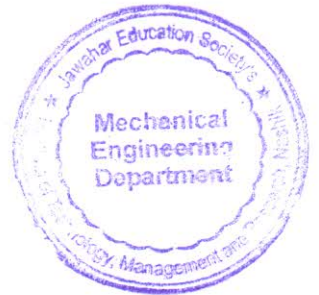
15. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, during the contract Period, relating to any or all systems, services and products manufactured or marketed or leased or developed by the Company.
16. You shall, at the end of contract with the Company, forthwith return all Company properties, moveable and immovable, including without limitation, all Company information, files, reports, memoranda, software, credit cards, door and the file keys, computer access codes and such other property which you received or in possession or prepared in connection with your contract with the Company.
17. You will perform all such acts and execute such documents in such format, as may be required by the Company, without any expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right, title and interest in the IPRs.
18. You will be subject to all Government Laws and Regulations in force from time to time.

Please return the duplicate of this letter duly counter-signed by you in token of your acceptance of the above mentioned terms and conditions.

Yours Sincerely,
For **Mahindra & Mahindra Limited**



Manish Sinha
Senior Vice President-HR



Accepted:

Note: On the strength of the Bio-Data received we recorded DOB of Mr. Harshal Shirude as 23.05.1996.

05.04.2022

To,

Mr. Harshal Shirude
AT. Post Arvi, Pandurang Nagar Arvi,
Tal. Dhule, Dist- Dhule Arvi,
Maharashtra- 424006

Dear Harshal,

With reference to our enclosed letter of contract dated **05.04.2022** and your subsequent acceptance of the same, we request you to kindly get the below mentioned documents on the first day of your joining:

- Pan Card
- Release Letter from your current employer
- Proof of prior work experience
- Proof of Date of Birth (School leaving certificate / Passport)
- Certificates supporting Academic and Professional qualifications
- Six Passport size photographs

Kindly get the Original Certificates for verification.

Yours faithfully,
For Mahindra & Mahindra Limited



Manish Sinha
Senior Vice President-HR



YASHASWI

NEEM Trainee Reg.No. : YAS108943

Date:- 9/01/2021

NEEM TRAINEE CONTRACT LETTER

To,
Mr. Rushikesh Tagad,
A/P-Ram Nagar, More Mala, Hanumanwadi, Panchawati, Nashik 422003

Dear Rushikesh,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "ZF India Pvt Ltd., Chakan, Pune." subject to the following terms and conditions :

1. The Period of training shall be **12 months** with start date **9/01/2021** and end date **8/01/2022**.
2. You will be paid consolidated monthly stipend of **Rs.12,500/-**
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

The Contract of Training can be terminated without compensation payment to the NEEM Trainee -

- i. If you secure gainful employment (on production of copy of the appointment letter) and
- ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
- iii. Absent from on the job training for more than 3 days without permission.
- iv. Any kind of disciplinary issue
- v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.



YASHASWI ACADEMY FOR SKILLS

CAMPUS : S. NO. 169/ 1/A, OPP, ELPRO INTERNATIONAL, CHINCHWAD, PUNE - 411033,
PH.: (020) 27353730/32/33/ 34, FAX : (020) 27354731

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA.
T : +91 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN

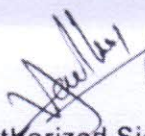
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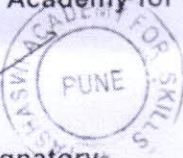


YASHASWI

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.
10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.
12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.
13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.
14. The Stipend for a particular month shall be paid in time.

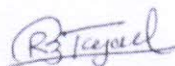
For Yashaswi Academy for Skills,


Authorized Signatory*
Date:- 9/01/2021



ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.


Accepted & Agreed

(Signature of Trainee)

Date:- 9/01/2021



CONTRACT LETTER

DATE . 06.07.2021

TO ,

MR.YADAV MAYUR GORAKSHNATH

A/P-DATTA NAGAR, AMBAD LINK ROAD, NASHIK

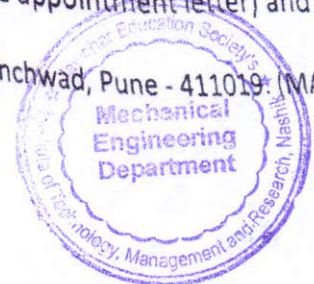
Dear, MR YADAV MAYUR GORAKSHNATH

We the Yuvashakti Foundation (YSF) are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be from start date **07.07.2021** end date **06.07.2024** and the same shall not be entitled for any further extension in being **LUCY ELECTRICAL INDIA PVT LTD.PLOT NO-H/21 & F-10, MIDC, AMBAD NASHIK – 422010.**
2. It shall not be obligatory on the part of the Yuvashakti Foundation – YSF (NEEM Facilitator) or of the company to offer any employment to the apprentices on successful completion of period of training in his/her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such, the provisions of any law with respect to labourer or worker shall not apply to or in relation to you.
3. During your training with YSF and/or with the establishment where you would be deployed for training, none of the labour laws shall be applicable to you and you shall not claim benefits /protection under any of these laws as you would be a trainee/apprentice or a learner.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your on job training during the period of the NEEM Training in a proforma prepared and approved by Yuvashakti Foundation (NEEM Facilitator).
7. Either party may terminate this contract letter by issuing 30 days' notice in writing to the other.
8. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yuvashakti Foundation (NEEM Facilitator) as cost of training such amount as may be determined by the Yuvashakti Foundation (NEEM Facilitator). In such event, you shall not be entitled to enter on another contract of training under the National Employability Enhancement Mission (NEEM).
9. The Contract of Training can be terminated without compensation payment to the NEEM Trainee.

i) If you secure gainful employment (on production of copy of the appointment letter) and

Corporate Office: Block No. 66, 'C' Wing, Commercial Complex, Near RTO, Chinchwad, Pune - 411019 (MAH)
Ph.: 020-27491415 | info@ysfpune.com | www.ysfpune.com





Yuvashakti Foundation
Education | Empowerment | Employability

- ii) If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a civil Surgeon/ Surgeon attached to any Government Hospital).
- iii) You agree to defend, identify and hold Yuvashakti Foundation 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 contract letter of training or for misconduct or for violation of any law or creation of any legal liability by you.
10. For breach of contract by Yuvashakti Foundation (NEEM Facilitator), NEEM Facilitator shall pay compensation to you in accordance with the Minimum Wages specified for that Category.
11. Continuance of payment of Stipend shall depend on your satisfactory performance during the training period.
12. NEEM Facilitator will formulate a "Training Programmer" for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.
14. The Stipend for a particular month shall be paid before the 10th of the following month.
15. Any disagreement or dispute between Yuvashakti Foundation (NEEM Facilitator) and the NEEM Trainee arising out of the Contract shall be referred to the Governing Body of Yuvashakti Foundation (NEEM Facilitator).

ENDSORSEMENT

MR. YADAV MAYUR GORAKSHNATH the NEEM Trainee hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yuvashakti Foundation (NEEM Facilitator) or any guarantee of employment either by YSF or the establishment to which I shall be attached.

For YUVASHAKTI FOUNDATION (YSF)

(NEEM FACILITATOR)

Eknath Pawar

Accepted and Agreed

MR. YADAV MAYUR GORAKSHNATH





Phone
+91 77220 13179



Email
Info@studienacademy.com



Address
Prabhat Road, near Irani Cafe,
Sud Nagar, Deccan Gymkhana,
Pune, Maharashtra

TO:

Dear Rishikesh Sonawane,

28 January 2023

We are pleased to offer you the position of Education Loan Consultant and Study Abroad coordinator at Studien Academy. We believe your skills and experience will be valuable assets to our team.

As an Education Loan Consultant, you will be responsible for assisting students in obtaining education loans and study abroad process for studying abroad. Your compensation for this position will be based on incentives, rather than a fixed salary. You will receive a percentage of the education loan amount for each student you assist in securing a loan.

Your employment will commence on February 1, 2023. You will be expected to work from our office located in Pune. Your working hours will be from 10 am to 7 pm.

Please note that this position is performance-based, and your success in securing student education loans will determine your compensation. Your passion and drive for helping students achieve their goals will make you a successful Education Loan Consultant.

We look forward to having you as a part of our team.

Regards,

STUDIEN ACADEMY

Bijayeeeta Dash
Proprietor
Studien Academy

Name : Bijayeeeta Dash

Designation : Proprietor





UNIQUE DOSING SYSTEMS PVT. LTD.

DESIGN & MANUFACTURING OF CHEMICAL DOSING / METERING PUMPS / DOSING SYSTEMS & AGITATORS



Plot No. M-86, MIDC Ambad, Nashik - 422 010 (Maharashtra) INDIA

GSTIN: 27AACCU8154G1Z5 Ph: +91-253-2388610 Mob: +91-9805490535 CIN No: U29309MH2021PTC358356

E-mail: info@uniquedosing.com / sales@uniquedosing.com Web: www.uniquedosing.com / uniquedosingssystem.com

REF NO: - UDSPL/22-23/HR/015

DATE: - 22/09/2022

TO,
Kaveri Chandrakant Katare
Shivaji Nagar, Jail Road, Nashik

SUB: - LETTER OF APPOINTMENT

WITH REFERENCE TO YOUR APPLICATION FOR SUITABLE CAREER OPPORTUNITY IN THE ORGANIZATION AND TO OUR SUBSEQUENT DISCUSSION, WE ARE PLEASED TO APPOINT YOU AS

"Proposal Engineer"

With Effect From 1st October , 2022 on The Following Terms and Conditions.

1. Your Total Salary structure as per Annexure - A Which Is Inclusive of Basic Salary, Taxes Allowances and Variable Component as Per the Company Policy.
2. Provident fund deduction is mandatory for you as company entered into the policy OR as per the instruction given by GOVT for adjustment.
3. Your Place of Posting Will Be At "NASHIK". However, You May Transferred to Any Other Location at The Same Terms as Outlined in This Employment Contract Subject to Our Business Requirements. You May Be Required to Report to Any Other Officer of The Company Depending on The Nature of Assignment/Task Given to You.
4. You will Be on Probation for Six Months from The Date of Your Joining. This Period May Be Extended at The Discretion of The Management Depending Upon Your Work and Conduct You Would Be Deemed to Be Confirmed Employee of The Organization Only When a Communication in Writing Confirming Your Services Is Issued.
5. The Appointment or Its Continuance Is Further Subject to Your Remaining Medically, Physically and Mentally Fit. You Will Submit to Such Medical Examination as And When Considered Necessary by The Organization, Failure to Do So Would Be Considered a Gross Misconduct Entailing Dismissal from Services.
6. Your Services Will Be Governed by Rules Which Are Either Framed or Amended from Time to Time or In Force the Time Being in The Organization.
7. During The Course of Employment with Us or Afterwards You will not give to anyone by word of mouth or otherwise any particulars or details of administrative and /or technical organizational matters whether confidential secret or otherwise which you acquire during the course of your employment with the organization.

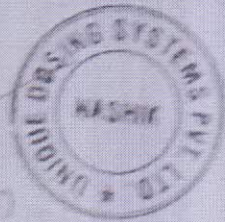


SINCERELY YOURS

FOR UNIQUE DOSING SYSTEMS PVT.LTD



Mrs. Madhuri M.
(HR DEPARTMENT)



ACKNOWLEDGEMENT & ACCEPTANCE

I HAVE READ AND UNDERSTOOD THE ABOVE TERMS AND CONDITIONS AND HEREBY
SIGNIFY MY ACCEPTANCE OF THE SAME.

SIGNATURE _____

DATE _____



1st June 2022

Mr Jaydev Pundalik Khute
N-52,15/8, Sihastanagar , Cidco,
Nashik, 422009

Subject : TERMS & CONDITIONS OF EMPLOYMENT

Dear Mr.Khute,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you in our company with effect from **1st June 2022** on the following terms and conditions:

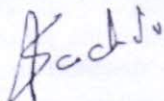

- 1) **Designation** : Your designation shall be "**Junior Engineer**".
- 2) **Probation** :
You will be on probation for a period of 06 (**Six months**) from the date of appointment, if during or at the end of the probation period, your performance is not found satisfactory the company reserves the right to terminate your service with or without any notice of termination or pay in lieu thereof or may extend the probation period without assigning any reason for a further period as the company may deem fit, having regard to the nature and extent of your performance. Unless confirmed in writing you will be deemed to be on probation.
- 3) **Date of Confirmation**:
Subject to your satisfactory completion of the probation period and if in the opinion of the company you are found suitable for the post appointed, you shall be confirmed by an order in writing from the **1st day** of the given month.
- 4) **Role**:
The company has a right to vary your location,role, position and/or department from time to time, according to the need of the company. You will always be alert to the responsibilities and duties attached to your position and conduct yourself accordingly.
- 5) **Remuneration**:
Your salary detail is annexed hereto on a separate sheet.
- 6) **Company Policies**:
You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.

Contd..2



Upon confirmation, you shall be entitled to Rs.8,000/- (Eight thousand only) per annum as Leave Travel Allowance subject to the conditions governing the said allowance. This allowance shall be payable after completion of one year of service subject to being confirmed in the company's services. Similarly, your privilege leave entitlement shall be after completion of one year of service, however the leave shall be credited to your account in proportion to the number of days worked by you in the preceding calendar year.

For Alcon Electronics Pvt.Ltd.,

Siddharth Sachdev
Managing Director



13-Sep-2021

Harshal Chaudhari

3, Shiv Shankar Apt, Near Modern High School, Ashok Nagar,

Satpur Nashik

India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Harshal,

As per your application, we have pleasure in appointing you in our company as **Associate - Ops** w.e.f. **15-Sep-2021** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **36** months i.e. **14-Sep-2024**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

- 1. Place of work:** You are initially posted at **Nashik**.
- 2. Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
- 3. Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
- 4. Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
- 5. Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from time to time, in order to earn your salary and other benefits.

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

6. **Salary / Leaves:** Your total fixed pay salary will be **INR 1,89,732 (Indian Rupees One Lakh, Eighty Nine Thousand, Seven Hundred And Thirty Two Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
 3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
 4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

Yours sincerely



For WNS Global Services Pvt. Ltd.

Accepted and Agreed

A handwritten signature in black ink, appearing to read "Adil S. Nargolwala".

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Annexure			
Name	:	Harshal Chaudhari	
Title	:	Associate - Ops	
Role Band	:	A	
BU	:	Shipping & Logistics	
Compensation Component	Ref	Amount(Rs.) Per Month	Amount(Rs.) Per Annum
Basic Salary		7,115	85,379
House Rent Allowance		3,558	42,690
City Compensatory Allowance		1,276	15,313
Sub Total - I	A	11,949	1,43,382
Bonus / Incentive (1)	(a)	2,390	28,675
Company's contribution to Provident Fund (2)		1,007	12,083
Company's contribution to ESI (3)		466	5,592
Sub Total - II	B	3,863	46,350
Total Fixed Pay	C = A + B	15,811	1,89,732
BENEFITS			
(i) Gratuity payable As per Payment of Gratuity Act, 1972			
(ii) The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy			
(1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			
(2) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

Dhumal Metals Pvt. Ltd.

Works : Plot No. H-8, MIDC, Sinnar, Tal. Sinnar, Dist. Nashik - 422 103, Maharashtra, India

Corrs. : E- 36, D Road, MIDC, Satpur, Nashik - 422 007, Maharashtra, India

Tel. : +91 253 2350684, 2350384, 6609292 Fax : +91 253 2351584

Visit us : www.dhumalmetals.com

CIN : U29253MH2011PTC220822

DHUMAL
Dhumal Metals

January 01, 2023

To,
Mr. Rahul Dhumal
Jr. Executive – Installation

Subject: Confirmation.

Dear Mr. Rahul Dhumal,

Subsequent to your probation review for the period February 14, 2022 to July 31, 2022. we congratulate you for successfully completing your probation period & confirming your services.

All other terms and conditions of your employment remain unchanged.

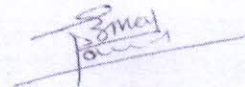
We endeavor to encourage empowerment, ownership and sense of accountability in you. We look forward for a better business impact.

For, Dhumal Metals Pvt. Ltd.



Authorized Signatory
Human Resource

Agreed & Accepted



Rahul Dhumal
Jr. Executive – Installation



Dhumal Metals Pvt. Ltd.

Works : Plot No. H-8, MIDC, Sinnar, Tal. Sinnar, Dist. Nashik - 422 103, Maharashtra, India
Corrs. : E- 36, D Road, MIDC, Satpur, Nashik - 422 007, Maharashtra, India
Tel. : +91 253 2350684, 2350384, 6609292 Fax : +91 253 2351584
Visit us : www.dhumalmetals.com
CIN : U29253MH2011PTC220822

DHUMAL

Dhumal Metals

January 30th 2022.

To,
Mr. Rahul Dhumal,
Jaigaon.

Subject: Letter of Offer Cum Appointment as **Executive – Installation (S & M)**.

Dear Mr. Rahul Dhumal,

Subsequent to our discussions & interview you had with us; it is our pleasure to extend the Letter of Appointment as **Executive – Installation (S & M)**.

Your CTC (Cost to Company) Break-Up is defined in Annexure "A" of this letter.

You are requested to report for duty on or before Wednesday, February 16, 2022.

Your employment with Dhumal Metals Pvt. Ltd. will be governed by Company's policies, modified from time to time and at Company's sole discretion, upon notice to you. The terms contained herein must be read as a part of all of the Company's current policies.

Work Location

Nasik (Maharashtra - India). You may also be required to travel on assignments in any zone of operation by Dhumal Metals Pvt. Ltd. and its associated companies. You may be assigned, transferred or deputed to offices, departments or units of Company and/or its affiliates and/or their contractors and clients, whether in India or overseas. In the event of any such assignment/s, transfer or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation or transfer. You shall serve the Company loyally & honestly and shall devote your full time and attention to the business of the Company and shall also use your best endeavor to promote the interest of the Company and perform duties assigned to you diligently. You will not engage yourself in any other consultation practice, employment – full time / part time other than Dhumal Metals Pvt. Ltd. till you are engaged with Dhumal Metals Pvt. Ltd.

Non-Competition

During the term of this agreement and a period of one (1) year following the termination of your employment, you shall not directly or indirectly, on behalf of any individual or entity, be employed by any Company client, vendor, broker, end-client, end-user or any entity introduced to you by Company or any entity that you provided services for or through pursuant to your obligations under this Agreement. You further agree not to solicit, accept or divert any employment, business, and consulting contracts or make any contacts with any client, vendor, end-client, and end-user or otherwise take away from the Company any business the Company had or was actively soliciting during the Employee's employment. This paragraph shall survive the termination or expiration of this Agreement.



[Handwritten signature]

[Handwritten signature]
Confidential - Page 1/6

Non-Solicitation

During your employment with the Company and for one (1) year thereafter you will not directly or indirectly solicit the employment, consulting or other services of any other employee of the Company, or a client, end-client or end-user of the Company, or of an entity at which you were placed or introduced as a result of your employment with the Company, or induce any such employees to leave such employment or to breach an employment agreement therewith. This paragraph shall survive the termination or expiration of this Agreement. In the event of a breach of you agree that the Company will be irreparably harmed entitling the Company to injunctive relief, in addition to any monetary damages.

Working Hours

Work schedule is determined according to operational requirements and is set at a minimum of 48 hours per week.

Probation & Confirmation

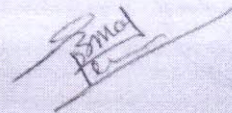
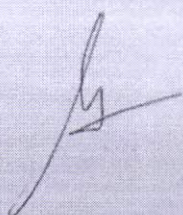
You will be subject to a probationary period of 6 months from your date of joining us. During your probation period, your performance will be evaluated and a confirmation letter will be issued upon the successful completion of your probation period. In case of the non-successful completion of your probation period an official letter will be issued to you on the same and you will be entitled to your salary payment up to the last working day with us.

Termination of Employment

Your employment shall terminate immediately / automatically when you reach the age of sixty (60) years. Upon Expiry of Service Bond, either party will be served by giving two (2) months' notice in writing to the other or salary in lieu thereof. In the event of you giving notice shorter than the above period the Company shall have its own discretion to adjust any leave due to you or recover from you such amount from your dues towards the shortfall in notice period. The Company offers absolute understanding, support, training, knowledge transition, patience, time line & all / any measures of performance improvement plans (PIP) to the employee in achieving the desired performance as required by that employee & its position to perform. However; failure to improve performance, during repeated attempts or failure to measure up to the expectations or standing orders of the Company would amount to an act of misconduct and further the same would result in dismissal of employment. Further; the Company may at its sole discretion terminate the employment without notice/ salary and/or salary in lieu of notice, if in the opinion of the Company, the continuance of your employment is detrimental to the interest of the Company or its clients or if any document or information furnished by you to the company is false or if you are, at any time found to have suppressed any material information, provided that, in the event of termination as provided herein above, all benefits / perquisites/ allowances shall stand forfeited immediately, and you will only receive any statutory benefits as applicable to you till the last date of working.

Consequences of Termination

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company - any property belonging to the Company, such as laptop, computer, mobile phone, sim card, access card, identity card, car and other devices with details of any passwords or user ids installed therein; and all / any Confidential Information, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession; together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents (as applicable). Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. Upon termination or expiration of your employment for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion, withhold the relieving and experience letter and any other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall



be without any further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

Absence from Work

That if you absent yourself from the services of the Company without adequate approvals or be guilty of misconduct or commit any breach of these of terms and conditions, the Company may its option terminate your services, in such an eventuality, you shall only be entitled to your salary up to the date of your service and no more. If you remain absent without notice for consecutive **EIGHT (8)** days or more you will lose your lien on the service and your service shall automatically qualify for termination.

Leaves & Holidays

You will be entitled to leaves with Government & State holidays. However; as per business requirements, Dhumal Metals Pvt. Ltd.; reserves the right to grant leave/s.

Performance Review

Annual performance reviews will be done to assess your contribution and growth.

Reference and Communication address

You are further expected to share & timely update references and communication address in case of any official communication and emergencies that may arise unconditionally.

Confidentiality / Non-Disclosure

You will not disclose or in any way profit from company confidential information supplied. The company owns anything that is developed, written, produced, or invented during or as a result of employment, contracts, services, or interviewing if it is in any way related to the scope of the company's business. Dhumal Metals Pvt. Ltd will enter into agreements with various entities as course of business; any confidentiality clauses executed will also apply to you, if you are a recipient of information because of your employment with Dhumal Metals Pvt. Ltd. You are required to maintain full confidentiality of Information and content as a condition of employment due to possibility of being privy to information which is confidential and / or intended for company use only. Failure to comply with this could result in disciplinary action up to and including termination.

Background Check / Verification

We conduct background verification and this offer of employment is contingent upon the satisfactory outcome (as determined by the company) of the employment screening activities (including reference check of former employment/s) & Police Verification. Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us. Your consent of acceptance in Annexure B will be required for the same.

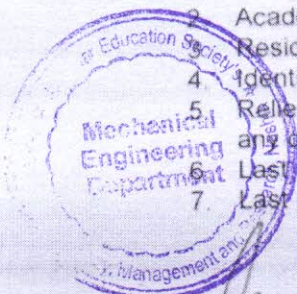
Medical Fitness

This appointment is subject to your being declared medically fit by a certified MBBS medical practitioner.

Joining Guidelines

Following Documents (as applicable - self attested) would be required to be submitted to us at the time of your joining. Kindly get the original documents (as applicable) for verification.

1. 4 Photographs (identity/ passport size)
2. Academic Qualification Certificates & Mark sheets
3. Residence Address Proof (Telephone Bill, Electricity Bill, Aadhar Card)
4. Identity Proof (PAN Card, License, Passport, Voter ID, Aadhar Card)
5. Relieving Letter / Resignation Acceptance Letter / Resignation Received Remark/ E-Mail copy of any of the same (from the Last Employer)
6. Last 3 Months Salary Slips / 3 Months Bank Statement
7. Last Employer's Appointment Letter / Increment Letter / Offer Letter / Promotion Letter



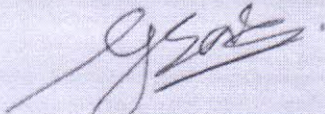
[Handwritten signature]

Please respond with your acceptance within 3 Business / Working days, failing which Dhumal Metals Pvt. Ltd. has the right to withdraw this offer.

The impact of technology and pace of change is tremendous. We hope you are as excited as we are, to play a part in this revolution. Together as a Team, we are on an exciting journey of innovation and managing change. We welcome you and are delighted to have you embark as a part of our team.

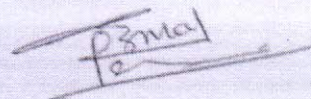
We look forward for a long lasting and mutually beneficial relationship.

For, Dhumal Metals Pvt. Ltd.

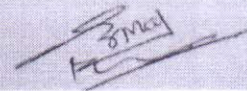
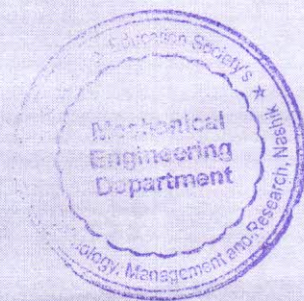


Authorized Signatory

Agreed & Accepted



Rahul Dhumal





Geared for life

BHARAT GEARS LIMITED

Kausa - Shil, Mumbra, Dist. Thane - 400 612,
(Maharashtra) INDIA
Tel. : + 91 (22) 2535 2034, 2535 2692
2535 7500, 3333 7500
Fax : + 91 (22) 2535 1651

BGL/P&A-HR/CONF/ 13357

01st. March, 2020

Mr. Tushar Mahesh Wagh
Member
Employee No.13357

We are pleased to inform you that on satisfactory completion of the Probation period, you are confirmed as "**Member**" in Band **S** (Staff Category) with effect from **01.03.2020** as per clause no.2 of your probation letter dated **20.10.2019** on the following terms and conditions: -

- (i) Your date of birth as given by you on record is **08.06.1999** which shall not be changed subsequently for reasons whatsoever.
- (ii) **SALARY**

Basic Salary	Rs. 6,500.00
HRA	Rs. 6,000.00
Shop Floor Allowance	Rs. 200.00

Total	Rs.12700.00

Please note that for the purpose of PF, Gratuity and Bonus, the basic pay only shall be taken into account.

You will now also be eligible for the following :-

LTA

- a. You will be paid Leave Travel Assistance as per the Company's LTA rules.
b. You can claim your 1st LTA only after completion of one year confirmed service in the company.



....2



Mumbai Office : 14th Floor, Hoechst House, Nariman Point, Mumbai - 400 021 INDIA.
Tel.: +91(22) 22883180, 22820112 Fax : +91 (22) 22821465, Email : info@bharatgears.com
Regd. Office & Works : 20, K.M. Mathura Road, P. O. Box 328, Po. Amar Nagar, Faridabad - 121 003 (Haryana) INDIA.
Tel. : +91(129) 4288600 Fax : +91(129) 4288822 - 23, E-mail : info@bglindia.com, GST REGN NO.: 27AAACB4860G1ZT
Website : www.bharatgears.com Corporate Identity No. : L29130HR1971PLC034365



4 & 8 Jaysham Appt., Patil Lane No 4,
College Road, Nashik - 5 (Mah.), India
Nashik - Tel. : 0253 2319849,
Mob.No.8600300154
E-mail: factory@sonadoors.com
Website : www.sonadoors.com.

Date: 17.12.2021

To,
Mr. Makrand Kapse
Maruti Chauk, Shivaji Road
Malegaon

To whosoever it may concern

REF: LETTER OF OFFER OF EMPLOYMENT – Sales Executive

Dear Mr. Makrand,

Following our recent discussions, we are delighted to offer you the position of *Sales Executive for Malegaon Location* with *Sona Decor*. If you join *Sona Decor* you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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

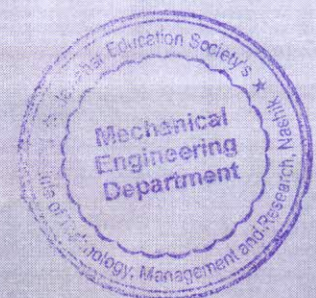
Title: *Sales Executive*

Start date: 20th December 2021

Salary: Annually Rs.16,8000/-

Monthly Rs. 14,000/-

- The normal working days are Monday through Saturday 10:00 am to 6:00 pm. You will be required to work for such hours as necessary for the proper discharge of your duties to the company.
- If you leave the job before completing 1 month in the organization you will be not liable for the salary (Travelling Expenses, Incentive etc.) for the same month.
- In the event that you decided to leave the company, you will be required to give at least two months' notice of resignation to the company or pay to the 1-month salary amount in lieu of the notice.



- Your employment would be subject to the terms and condition, mentioned in appointments letter which will be issued to you on your joining.
- Please bring along the bellow listed document / details on your day of joining.
 - a) 2 Photos and residence proof (Aathar Card / Pan Card).
 - b) Marksheet and Academic Certificate.
 - c) Resignation Or Acceptance Letter.
 - d) Salary Slip or Bank Statement.

Your employment with our organization will be governed by the current and further policies, rules and guidelines of Sona Decor.

The terms and condition of the employment with **Sona Decor** as stated in this offer of employment letter supersede any prior representation made either verbally or in writing during any meeting or interview with Sona Decor HR department. Additionally, you're signing this offer of employment letter represents you are understanding, agreement and acceptance to this terms and condition as stated in this offer letter.

Sona Décor does not intend to nor is obligated to offer you any remuneration, benefits entitlement or any other perquisite not stated herein.

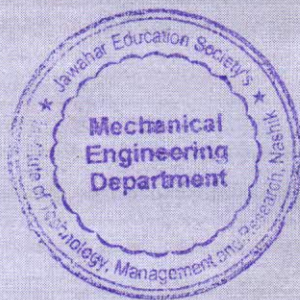
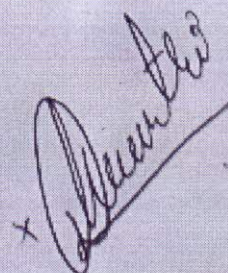
Makrand we welcome your decision of joining **Sona Decor**, and I am sure that we will enjoy a mutually rewarding association, please call us at **8956532667** should have any questions.

Best regards,

Sona Decor



Dhanvantari Pawar
HR Executive

Makrand Kapse
Accepted By





Date:19-Oct-2023

Shraddha Uday Pagar
Mobile: 9130308361

Dear Shraddha,

We thank you for your career interest in ABB. It was a pleasure interacting with you during the selection process and we are pleased to offer you a position with us as **Design Engineer at Grade 16** in ELDS of ABB India Limited. You will report to **Durgesh Sunil Bhadane** assigned by ABB as your supervisor.

Your location of Induction/Joining and posting will be in **ABB India Limited, Plot No. 79, Street 17, MIDC Industrial Area, Satpur, Nashik - 422 007.**

Your total cost to company is **INR 6,50,000/-** per annum, please find the compensation breakup sheet and General Terms and Conditions of employment attached with this letter.

Please go through the Joining Guidelines. This lists down the documents you are required to submit for our records.

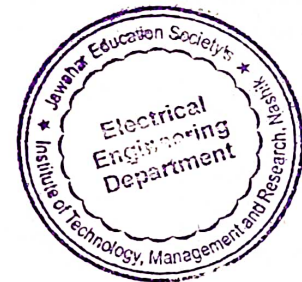
You are requested to join us on **20-Nov-2023** at your location of posting mentioned above, for undergoing the Induction Program and to complete your joining formalities. Your Appointment with ABB will commence from the date of your reporting and after completion of your Joining process.

This offer is valid subject to your joining us on or before **20-Nov-2023** post which, we will have to regretfully assume that you are not accepting our offer and pursuing other options. In such a case the offer will be considered automatically withdrawn.

We look forward to a mutually productive association and wish you a successful career ahead with ABB.

Thanking you.

Yours faithfully,
For **ABB India Limited,**



SD/-
Tks Nair
Head - Payroll & Employee Benefits

SD/-
Rukhsar Julekha
Manager Talent Acquisition & Talent Advancement -
India, Bangladesh & Sri Lanka

Julekha
19/10/2023

I accept the Offer and Terms and Conditions: Shraddha Uday Pagar (NAME, SIGNATURE & DATE)

ABB India Limited
5, 6, 7th Floor
Brigade Magnum
Kodigehalli Post
Bengaluru - 560 092

CIN: L32202KA1949PLC032923
GST: 29AAACA3834B1Z4
Phone: +91 80 2294 1990
Fax: +91 80 2294 1998

Registered Office and Corporate Office
Disha -3rd floor, Plot No. 5 & 6, 2nd Stage
Peenya Industrial Area IV, Peenya
Bengaluru - 560 058
Karnataka

Phone: +91 80 2294 9150 - 54
Fax: +91 80 2294 9148
www.abb.com/in

Mahindra Logistics Limited

10th & 11th Floor, Arena Space,
Plot No 20, Near Majes Depot,
391 JMLA Road, Jogeshwar (East),
Mumbai - 400 060
Tel: +91 22 6838 7800
Toll free: 1800 259 8787
www.mahindralogistics.com

**MLL/Appointment/29003252
05-08-2023**

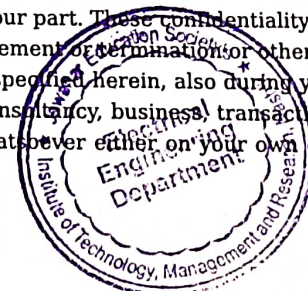
**Miss pranjal Nandaraj Patil
Khutwad nagar, Prasad sankul, Nashik,
Nashik,
Shree siddhi lawns
Nasik
Maharashtra-423203**

Dear pranjal Nandaraj Patil,

We are pleased to appoint you Executive - Operations in grade L100, Auto Sector - Stores & Linefeed, presently based at Igatpuri, Igatpuri, Maharashtra, India, (West 1) on following terms and conditions:

- 1-Your date of joining shall be **05-08-2023**.
- 2-You will receive emoluments / allowances as per the attached Annexure 'A'.
- 3-Gratuity, Provident Fund, Superannuation and Medical Benefits as per the rules of the Company.
- 4-The age of Superannuation will be sixty years. On the basis of the bio-data submitted by you, we have recorded your date of birth as 20-03-2000.
- 5-With effect from the date of joining, you are required to become a member of the RPF, Mumbai.
- 6-You are liable to be placed for service at our discretion at any of the Company's establishments/departments/divisions, anywhere in India as also the Associate Companies and subsidiary Companies of Mahindra & Mahindra Ltd.
- 7-You will be on probation for a period of six months from the date of joining and this can be extended for a further period at the company discretion. During the probationary period your services can be terminated with 30 days notice on either side. However, Completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the company confirms your employment in writing.
- 8-However, on confirmation, Company will be entitled to terminate your services by giving 60 days written or 60 days salary including allowances in lieu of such notice. In the event of your resignation from the services of the Company, you will be required to give the Company, 60 days written notice or forfeit, in lieu thereof, your salary, including allowances, for 60 days, or pro-rated for the period by which your notice falls short of 60 days. Further, you shall not be entitled to adjust your notice period against any of leave, standing to your credit.
- 9-The leave benefits shall be applicable to you as per the company's HR Policy.
- 10-So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, computer floppy etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
- 11-In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association

Regd. Office: Mahindra Towers, Dr. G.M. Bhasale Marg Worli, Mumbai 400 018
Tel: +91 22 24901441



Mahindra Logistics Limited

10th & 11th Floor, Arena Space,
Plot No 20, Near Majlis Depot,
Off JLF Road, Jogeshwari (East),
Mumbai - 400 060.

Tel: +91 22 8838 7900

Toll free: 1800 258 6787

www.mahindralogistics.com

with any other individual/firm/institute/body corporate, etc., whether for any consideration or not.

12-You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

13-You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

14-The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

15-You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

16-You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

17-Any joining expenses reimbursed by the Company will be recovered in the event you leave the organization within one year of joining.

18-You will be subject to all rules, regulations and policies of the Company, which may be in force from time to time.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of the employment, having read the attached Code of Conduct for Senior Management & Employees and on joining you will abide by its prescriptive principles.

We welcome you to the organization and wish you a long and fruitful career with us.

For Mahindra Logistics Limited



Edwin Lobo

Vice President - Human Resources

I confirm that the above terms and conditions are understood by me, and the same are acceptable to me

Signature _____

pranjal Nandaraj Patil

Token Number - 29003252



Mahindra Logistics Limited

10th & 11th Floor, Arena Space,
Plot No 20, Near Majas Depot,
Off JVA Road, Jogeshwari (East),
Mumbai - 400 060
Tel: +91 22 6838 7900
Toll free: 1800 258 6787
www.mahindralogistics.com

Annexure A

Name: pranjal Nandaraj Patil
Grade: L100
Designation: Executive - Operations
Salary Details

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	192,000	16,000
Hra	9,600	800
Balance Flexi Pay	63,888	5,324
Education Allowance	2,400	200
Monthly Earnings Total	267,888	22,324
Statutory Components		
Provident Fund	23,040	1,920
Gratuity	10,680	890
Statutory Components Total	33,720	2,810
Annual Allowances		
Annual Bonus	38,400	3,200
Annual Allowance Total	38,400	3,200
Variable Pay		
Fixed Ctc	340,008	28,334
Reimbursements		
Mobile Reimbursement	6,000	500
Reimbursement Total	6,000	500
CTC Including Reimbursement	346,008	28,834

For Mahindra Logistics Limited



Edwin Lobo
Vice President - Human Resources



Signature _____

pranjal Nandaraj Patil
Token Number - 29003252