

## **IBM INDIA PVT. LIMITED**

### **SUB: LETTER OF OFFER**

**20 Feb 2019**

**Ref. No. IBM/HRD/8642**

**Dear: DHALIYA GHANSHYAM HIRALAL ,**

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

**Date of Joining: 27 May 2019.**

Salary: Your Annual Total Employment Cost to the company would be **3.84Lakh (Tree Lakh Eighty Four Thousand Rupees Only)** the details of which is been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the **three months**. Based on your performance your services will be confirmed with the company in written after **three months**.

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

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

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

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

**\*SSLC (X STD) Marks Card/ Birth certificate.**

**\*Degree / Diploma/ Highest qualification certificate along with marks cards (all semesters).**

**\*Relieving letter from the previous organization or Accepted Resignation letter**

**\*Experience letter.**

**\*Passport copies,**

**\*Form 16 (Income Tax) from previous employer (if applicable)**

**\*6 passport size photographs.**

We look forward to you having a long and fruitful relationship with **IBM India Pvt. Limited.**

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

We welcome you to The Company Name family and look forward to a fruitful collaboration.

With best wishes,

**Name: DHALIYA GHANSHYAM HIRALAL SAVITRI**

**Designation: Python Developer**

**Training Location: New Delhi**

Write the name of the employee on the other side of Company name and get it signed with them print it in duplicate.

Yours sincerely for

**IBM India Pvt. Limited.**



Executive Director

Employee Signature

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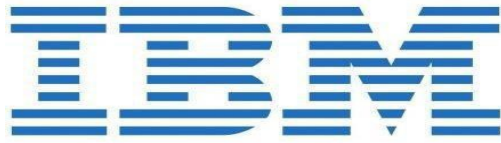
**IBM Ltd; IL&FS Financial Centre, 4th Floor, Bandra Kurla Complex, Bandra East, Mumbai, 400051**

### Schedule I - Compensation Details

#### Salary Structure

Basic Salary	<u>32000.00/</u>
House rent allowance	<u>2500/</u>
Medical allowance	<u>1400000/</u>
Leave travel allowance	<u>3500/</u>
Additional Benefits	<u>50000/</u>
Performance incentive	<u>1500/</u>
PF Contribution	<u>5000/</u>
ESI Contribution	<u>3000/</u>
Stock Option	<u>N/A</u>
Car	<u>4500</u>
Telephone	<u>600</u>

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.



## **IBM INDIA PVT. LIMITED**

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**20 Feb 2019**

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1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

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3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

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We welcome you to The Company Name family and look forward to a fruitful collaboration.

With best wishes,

**Name: DHALIYA GHANSHYAM HIRALAL SAVITRI**

**Designation: Python Developer**

**Training Location: New Delhi**

Write the name of the employee on the other side of Company name and get it signed with them print it in duplicate.

Yours sincerely for

**IBM India Pvt. Limited.**



Executive Director

Employee Signature

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**IBM Ltd; IL&FS Financial Centre, 4th Floor, Bandra Kurla Complex, Bandra East, Mumbai, 400051**

### Schedule I - Compensation Details

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Additional Benefits	<u>50000/</u>
Performance incentive	<u>1500/</u>
PF Contribution	<u>5000/</u>
ESI Contribution	<u>3000/</u>
Stock Option	<u>N/A</u>
Car	<u>4500</u>
Telephone	<u>600</u>

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Date: April 23, 2019

Dear PANDEY RUCHI ADITYENDRA,

**Congratulations!** We are pleased to make you an offer to join Prolifics Corporation Ltd. (herein after referred as "Company" or "Prolifics"). You will be designated as **Trainee Software Engineer** under the cadre of **T1** and you are expected to join Prolifics on July 31, 2019.

Note: -Any changes in date of joining will be informed in a month advance.

**Compensation:**

1. **Fixed Compensation:** Your Annual Gross Compensation for the year, which is inclusive of Basic Salary and other Compensation, is **Rs.240,000 per annum**.

Your association and employment will be governed by the various employee related policies and guidelines of the organization.

**Work Location** — You will be based in **Hyderabad** but the Company may require you to work at any of its locations and its subsidiary locations OR on customer sites, within OR outside India. The corporate HR function work out of **Prolifics Corporation Ltd., 5th Floor, DHFLVC Silicon Towers, Madhapur Road, Kondapur, Hyderabad - 500032, AP, India.**

**Relocation:** Not Applicable

**Probation:** On joining you will be on probation for a period of 8 months, extendable based on performance at the discretion of the reporting manager.

**Notice Period/Termination during probation period** - Your services in this Company may be terminated by giving you 1 month notice in writing, or by paying you 1 month basic pay in lieu thereof. You would be required to give 1 month notice if you want to resign from the services of the company during your probation period.

**Notice Period/Termination after completion of probation period** - Your services in this Company may be terminated by giving you 3 months' notice in writing, or by paying you 3 months basic pay in lieu thereof. You would be required to give 3 months' notice if you want to resign from the services of the company.

**Service Agreement— 24 Months**

Your employment with the Company is subject to (i) your unconditional acceptance and execution of the Employment Agreement and the Intellectual Property and Confidentiality Agreement and such other documents that may be presented to you; and (ii) your delivery of the documents mentioned in Annexure-1. If you fail to sign and deliver the aforesaid documents and any other documents as required by the Company at the time of joining, your employment with the Company shall not take effect and this offer shall be withdrawn immediately without any liability to the Company, unless decided otherwise by the Company.

COMPENSATION STRUCTURE

Full Name	BUDDHA PRAVALLIKA	
Job Title	Trainee Software Engineer	
Cadre	T1	
Base Compensation	(In Rs.)	
	Per Month	Annualized
Basic	10,100	121,200
HRA	4,040	48,480
Conveyance	1,600	19,200
Special Allowance	1,192	14,304
Statutory Bonus	583.33	7,000
Employer PF Contribution	1,212	14,544
<b>Total Base Compensation</b>	<b>18,727</b>	<b>224,728</b>
<b>Retiral and Health Benefits (Annualized )</b>		
Medical, Accident and Life Insurance		9,445
Gratuity		5,827
<b>Cost To Company (CTC)</b>		<b>240,000</b>

The benefits included in the cost to company are:

- **Provident Fund** — You have to participate in Employees' Provident Fund scheme, the employer's contribution of 12% of your annual base salary is included in CTC. The details of this benefit are provided in the attached sheet.
- **ESI** — You and your immediate family (i.e. Spouse, unmarried dependent children and dependent parents) will be covered under ESIC.  
Additionally, if you are required to travel abroad, you will be covered under our Overseas Medical Insurance Policy.
- **Group Personal Accident policy** - In accordance with the Company's policy you will be covered under our Group Personal Accident policy.
- **Gratuity** — On completion of five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.

**Documents:**

At the time of joining the company, you are required to produce the following documents (photocopies), as applicable and original certificates for verification.

1. Educational Qualification
  - a. SSC/Class X
  - b. Intermediate
  - c. Graduation – Degree certificate and marks cards of all years / semesters
  - d. Post Graduation – Degree certificate and marks cards of all years / semesters
2. Work Experience –If applicable
  - a. Offer, Experience & relieving certificates of your current and all your previous employers. Resignation acceptance document is must if relieving letter is unavailable
  - b. Latest 3 pay slips, appointment letter of your current employer and Form – 16
3. Photos: You would be required to submit 5 passport size photographs in color.
4. In addition, you would be required to submit 3 Months Bank Statement.
5. Identity proof - Passport, Aadhar Card & PAN card are a must.
6. Address proof-Current & Permanent (Any utility bill – electricity, telephone, credit card, bank statement)

**NOTE:** Guarantor (Father/Mother) should accompany you on the date of joining for completing the Bond formalities. The Guarantor should bring his/her one color passport size photo and one photocopy of Government issued identity card.

**Background Verification**— The Company will have the right to carry out background checks on the documents and information provided by you after your reporting at Prolifics. As a result of the background verification, reference checks or any subsequent inputs, if any information or documents supplied by you are found to be false or misleading, this employment contract will be rendered null and void and you will be liable to repay all expenses borne by the Company towards your hire, relocation, on-boarding, training and any salary paid to you.

**Please find the below link for completing the joining formalities,**

Onboarding portal : <http://onboarding.prolifics.com>  
Username : buddhapravallika@gmail.com  
Password : password

Note: You need to complete onboarding link and upload all the documents by 30 April 2019

The offer automatically lapses if you are unable to join on or before the mentioned date of joining. For any request on the extension of your joining date, please contact us at [indiahr@prolifics.com](mailto:indiahr@prolifics.com) mentioning the reason for extension and revised date. However, the company deserves the right to accept or turn down any such extension requests, which will be notified to you.

While welcoming you to Happy Prolifics, we look forward to the prospect of a long and mutual rewarding relationship.

Request you reply with your acceptance to this email.

For more information about us, please visit [www.prolifics.com](http://www.prolifics.com)

*This is an electronic generated document and does not require any signature.*

Date: April 23, 2019

Dear SINGH PRIYA SHRISHAM ,

**Congratulations!** We are pleased to make you an offer to join Prolifics Corporation Ltd. (herein after referred as "Company" or "Prolifics"). You will be designated as **Trainee Software Engineer** under the cadre of **T1** and you are expected to join Prolifics on July 31, 2019.

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**Compensation:**

1. **Fixed Compensation:** Your Annual Gross Compensation for the year, which is inclusive of Basic Salary and other Compensation, is **Rs.240,000 per annum**.

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COMPENSATION STRUCTURE

Full Name	BUDDHA PRAVALLIKA	
Job Title	Trainee Software Engineer	
Cadre	T1	
Base Compensation	(In Rs.)	
	Per Month	Annualized
Basic	10,100	121,200
HRA	4,040	48,480
Conveyance	1,600	19,200
Special Allowance	1,192	14,304
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- **ESI** — You and your immediate family (i.e. Spouse, unmarried dependent children and dependent parents) will be covered under ESIC.  
Additionally, if you are required to travel abroad, you will be covered under our Overseas Medical Insurance Policy.
- **Group Personal Accident policy** - In accordance with the Company's policy you will be covered under our Group Personal Accident policy.
- **Gratuity** — On completion of five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.

## **Documents:**

At the time of joining the company, you are required to produce the following documents (photocopies), as applicable and original certificates for verification.

1. Educational Qualification
  - a. SSC/Class X
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  - c. Graduation – Degree certificate and marks cards of all years / semesters
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**PRIVATE AND CONFIDENTIAL**

**March 12, 2019**  
VHATKAR SAMEER SATISH

**Appointment Letter with Terms and Conditions**

Dear SAMEER,

This has reference to your application and subsequent discussions you had with us, M/s. Sutherland Healthcare Solutions Private Limited, we are pleased to offer you the position of **Associate-Trans Processing, L1**, in the Company on the following terms and conditions:

**1. Date of Commencement**

Your date of commencement of employment in our Company shall be the date of your joining the duties and you have to report for joining the Company not later than May 24, 2021 or else this offer stands automatically cancelled.

**2. Location / Transferability**

Your services are presently placed at our Hyderabad Office and you will be reporting to Venkatesh Sharma Sharma Akkipedi and your services may be transferred to any other department, subsidiary, associate company or joint venture at any other location on these same terms & conditions and 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.

As the Company or such one of its subsidiaries or associated companies is involved in a regional business and may have interests and business dealings overseas, in the performance of your duties of employment with the Company or such one of its subsidiaries or associated companies, you shall be required from time to time to travel and render your services throughout the world at any given time by the Company.

**3. Remuneration/Salary**

Your emoluments by way of Annual Cost to the Company is Rs.224,300.00-pa, (Two Lakhs Twenty Four Thousand Three Hundred Only) the details of which are given in the annexure of the appointment letter. You will be entitled to other benefits including medical and hospitalization, in accordance with the policy of the Company in force from time to time.

**4. Introductory and Training Period**

You will be on introduction and training for a period of Six months from your date of joining the Company. On satisfactory completion of this period, your services shall be deemed to be confirmed. In case your performance during the introductory or training period is found to be unsatisfactory, the introductory or training period may be extended to any further period at the discretion of the company or your services may be terminated without any notice. Such termination is deemed to be because of you not confirming to the prescribed standards as recommended to be achieved by you.

**5. Background Checks / Disclosure of Information**

The Company may, at any time, (or as part of the joining formalities) conduct reference / background checks (including but not limited to the previous employers, education qualifications etc). In the event the

statements / particulars furnished by you at the time of joining is found to be false or misleading or any information was suppressed, or if the Company, during the course of the check receives any adverse report against you that may be detrimental to the interests of the Company, then, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein. The Company retains all its rights to initiate action against you before appropriate forums of law and as they deem fit for criminal breach of trust.

In the event there are any pending / closed legal cases against you in your professional capacity in the courts of law, you shall disclose the same to the undersigned immediately.

## **6. Services**

You will be responsible to discharge all the services as were assigned to you from time to time and you have to and are expected to discharge duties in a diligent, trustworthy, businesslike and efficient manner. You will abide by the rules and regulations those that are applicable from time to time by the Company. If required, the Company will provide required training to you in updating your relevant knowledge for discharge of your duties efficiently & effectively, which will be as per the needs of business of the Company from time to time. You will be required to sign a service agreement with the Company, should the Company send you for any training, deputation or any other assignment, either in India or abroad and you shall be strictly be bound by the terms and conditions of any such agreement that you may sign.

## **7. Annual Review**

However, at the discretion of the Company, your services and total compensation may be reviewed by the Company from time to time or annually as per the policy of the Company subject to your effective and satisfactory performance of service. In the event your performance is not up to the mark or falls short of the minimum standards set by the Company, then, the Company shall have the right to terminate you as per Clause 16 of this offer letter.

## **8. Expenses**

The Company will reimburse authorized reasonable expenses you incur on Company business during the course of employment. Claims for expenses will be subject to the Company's Policy from time to time and approval from the concerned Authority in writing. The claim should be accompanied by reasonable proof of the expenditure. No employee is entitled to authorize his or her own expenses and all claims shall be truthful and backed by evidence. The employee is liable for disciplinary action in case claims are made without evidence.

## **9. Personal Information**

The personal information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company and the Company's human resources generally. The Company may give out some of this information to other parties authorized by law to receive it. You have the right to access and correct personal data the Company has which relates to you. Any request for personal data access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address.

## **10. Hours of Work**

Your working days and shift timings will be indicated to you as per current operations of the Company. This would be equivalent to 5 working days per week. However, it will be necessary to work any time, including in shifts, at the sole discretion of the management, and if it so requires on all the days including Saturdays, Sundays and Holidays.

## **11. Leave**

All Employees are entitled to 21 days of Annual leave in a year. Leaves will be credited on a pro-rata basis

from the date of your joining. Granting of leave is discretion of the Company and taking leave is not a matter of right for the employee.

If you are absent from duty for 3 or more consecutive working days without any prior intimation to your immediate Supervisor / Reporting Authority, it will be considered as an act of indiscipline and will be dealt as per the disciplinary policy. This would also attract Loss of Pay.

You are required to follow the Company Leave Rules effective from time to time, which will be communicated to you.

## **12. Intellectual Property**

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Company so that the Company is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you shall hereby assign to the Company all right/s, title/s and interest/s you may have in them.

Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business of the Group Companies (including the Company). If these interests change during the term of your employment, you will promptly notify the Company.

## **13. Confidentiality**

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Sutherland Group companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

The terms and conditions of this letter along with the remuneration shall be kept confidential and shall not be disclosed to any person including your colleague employees.

Further, you are required to sign an agreement with the Company on "Confidential Information and Intellectual Property Rights".

The terms of this clause shall survive the terms of this agreement for a further period of 3 years after the termination of this agreement and the employee shall be bound by the terms of this clause during the 3 years after termination of this agreement

## **14. Security**

You agree that you will (i) adhere to security practices as per the security policy of the organization applying to your employment; (ii) avoid usage of Mobile phones with camera in the office premises; (iii) refrain from carrying any Media / storage devices like Floppies / CD's / USB Drive inside the premises.

You are authorized to use email Id provided to you by the organization only for internal communication and /or for communication with clients and / or customers we are dealing with on regular basis.

You recognize and agree that you have no expectation of privacy with respect to Company's telecommunications, networking or information processing systems (including, without limitation, stored

computer files, email messages and voice messages) and that your activity and any files or messages on or using any of those systems may be monitored at any time by the Company without any notice to you. You also agree that such measures are fair and reasonable and are not infringement of your privacy but implementation of the policy of the company including the security policy,

Any disclosure of information to third parties except on a "need to know" basis (including other employees of the Company or any other entity within the Sutherland Group companies) constitutes a breach of your employment and the Company shall take any appropriate action as it deems fit.

## **15. Notice of Termination**

The employee shall not terminate this agreement during the minimum service period. In case the employee requires his resignation to be accepted, he shall comply with the payment of damages as per terms of Clause 5.

However it is only after the completion of the minimum service period by the employee, that he would be eligible to **Sixty60 days** notice of termination.

The Company can however during the minimum service period of any employee, terminate his services by **giving Sixty (60) days notice** or salary and in lieu thereof.

However, in the event of you committing any criminal offense or indulging in activities which amount to moral turpitude or acting against the interest of the Company, you shall be liable to be dismissed forthright after getting an opportunity of being heard, without any further notice. Further, the Company may terminate this contract, without prior notice or payment in lieu of notice for serious misconduct in accordance with relevant laws or any material breach of this contract including, in particular, any breach of paragraph 14, 15 and 20 of this contract. Upon termination of your employment for any reason, the Company will be entitled to deduct any amounts you owe to the Company or any of the Group Companies from amounts owed to you.

In the event of termination of employment due to death or disability, then, the Employee or his legal heirs (upon death) shall be entitled to receive all the sums due in accordance with the Company's payroll policies. For the purposes of this Section, Disability shall mean, the failure of the Employee to render for two (2) consecutive calendar months, or for shorter periods aggregating to ninety (90) or more business days in any twelve (12) month period, the services contemplated by this Agreement which a physician selected by the Company or its insurers (and reasonably acceptable to the Employee or the Employee's legal representative) determines in a written report to the Company that such physician has reasonably determined that such failure is due to mental or physical illness or injury.

No salary, bonus or incentives shall be payable after the effective date of termination.

Notwithstanding anything mentioned herein above, if you reach the age of retirement before completion of the notice period, the notice period shall automatically get reduced so that your last working day coincides with your retirement day.

Upon termination of this contract for whatever reason, you shall return all the Company and client information and data (including copies thereof) in your possession and also hand over all the official assets and property in your custody.

## **16. Engagement in other Business or dual employment**

You acknowledge that the Company wishes you to devote your whole time and attention to the service of the Company during the term of your employment with it.

For this reason, during the term of your employment, you must not (without the Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other business entity or other organization (whether as an employee, officer, director, agent, partner, consultant or otherwise).

You may, however, without the Company's prior written capacity, make and manage personal business investments of your choice (provided you are not owning more than 5% of the outstanding stock of corporation of any class which is publicly traded, so long as the Employee has no active participation in the business of such corporation), or teach at educational institutions and deliver lectures, or serve in any capacity with any civic, educational or charitable organization, or any government entity or trade association provided such activities and service do not interfere or conflict with the performance of your duties to the Company under this Agreement.

#### **17. Non-competition**

You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the Term hereof and for 2 years thereafter, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business competing with the businesses of the Company or its associates or related Companies. For the purpose of this Agreement, the "businesses of the Company" shall mean Hospital Technologies (including HIS), Medical Business Process Outsourcing, Healthcare CRM, Telemedicine, Disease Management or any other business, which the Company operates now or will operate in the future.

#### **18. Non-Solicitation**

You shall not, within 2 years after the date of termination of your employment with the Company, recruit, solicit, entice, assist or engage in any activity whatsoever that would result in any person then or thereafter employed by the Company or appointed as a representative of the Company, to join you in providing services to or be employed by any business activity in which you shall be involved.

#### **19. Standard of business conduct**

This offer letter incorporates the Company's Employment Guidelines and the Standards of Business Conduct of Sutherland Healthcare Solutions Private Limited, and the same may be amended from time to time by the Company with prior written intimation. By signing this offer letter, you agree that, you will regularly visit the intranet of the Company and apprise yourself of the existing policies and procedures.

#### **20. Service Agreement**

On your joining the services of the Company, if the nature of your services so require, you will have to execute a Service Agreement with the Company and a copy of the same is enclosed herewith for your immediate reference. Both the terms and conditions in this appointment letter and any such service agreement that may be signed by you shall be read together.

#### **21. Precedence**

In the event of any inconsistency between this offer letter and service Agreement or the Employment Guidelines or the Standards of Business Conduct, as the case may be, the terms and conditions of the service Agreement shall prevail. In the event of any inconsistency between the Employment Guidelines and the Standards of Business Conduct, the Standards of Business Conduct shall prevail.

#### **22. Age of Superannuation**

In the normal course of employment you will be superannuated /retired from the services of the Company on attaining the age of 60 years. The proof of age shall be the one recorded in the school leaving certificate

or birth certificate, as submitted and noted in the Company's records.

### **23. Jurisdiction**

Any dispute arising under this agreement or any dispute regarding the interpretation of this agreement and the terms construed and agreed to between the parties herein shall be subject to the Jurisdiction of the Courts in Hyderabad.

### **24. Miscellaneous**

Any claim against the Company shall be brought within six (6) months of your date of relieving from the Company.

You shall not pledge / use the Company's name for personal purposes unless otherwise authorized by the Company.

The Company shall not be responsible and liable for any actions committed or executed by you in your personal capacity within or outside the office during the course of your employment with the Company. All liabilities arising out of such actions shall be your sole responsibility.

You shall not give or receive any gift /cash equivalent of the same unless otherwise authorized by the Company.

This offer letter constitutes the written terms and conditions governing your employment with the Company.

***Please bring the documents as mentioned in Annexure B on the date of joining.***

We wish you the best of luck and invite you to our exciting team of employees in the Organization. In the event you have any clarifications, please feel free to contact us at or 040-66022302.

Sincerely,

For Sutherland

A handwritten signature in blue ink, appearing to read 'Thendral Rajendran', with a stylized flourish at the end.

**Thendral Rajendran**  
**Associate Vice President - Talent Acquisition**

### **Acknowledgement:**

By signing below, I confirm that I have read and completely understand the terms and conditions of this agreement.

I hereby agree to and accept this offer of employment.

**Sutherland Healthcare Solutions Private Ltd.**  
**Annexure**

**Detail of Monthly and Annual Cost to the Company**

**Name of the Employee:** VHATKAR SAMEER

**Date of Joining:** March 12, 2019

**Designation:** Associate– Software Developer

**Level:** 1

Hadapsar Industrial Estate, Pune is located Near Magarpatta City Sez, Hadapsar IKA Haveli, Near Cybercity.

**Department:** Healthfirst Management Services– LLC

**Location:** Pune

Components	Amount Per annum	Amount Per month
<b>CTC</b>	<b>224,300.00</b>	<b>18,692.00</b>
Basic Salary	55,300.00	4,608.00
House Rent Allowance	27,650.00	2,304.00
Bonus	26,323.00	2,194.00
Medical Reimbursement	15,000.00	1,250.00
Special Allowance	33,726.00	2,811.00
Skill Based Pay	0.00	0.00
<b>Gross Salary</b>	<b>157,999.00</b>	<b>13,167.00</b>
Performance Incentive	48,000.00	4,000.00
Employer's Contribution to PF	15,642.00	1,304.00
Gratuity	2,659.00	222.00
<b>ESI (Employee)</b>	<b>0</b>	<b>0</b>
<b>Total Net Take Home (PA)</b>	<b>141,172.00</b>	<b>11,764.00</b>
<b>Total Net Take Home (PA)+ PI</b>	<b>189,172.00</b>	<b>15,764.00</b>

Performance Incentive (Tenured)	Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance incentive from subsequent month onwards.
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Insurance	Sum insured under Accident Insurance is Rs.500,000/-, Mediclaim is Rs.200,000.00/-(Self+ Spouse + 2 Dependent Children) Group term Life Insurance coverage of – Rs. 500,000.00.
Gratuity	Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts.
ESI	If your ESI wage (Gross Bonus) is less than or equal to 21000/ per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month For details you may contact your Program HR Executive

Offer electronically accepted by: **VHATKAR SAMEER**

Offer electronically accepted on March 12,2019 10:50 AM GMT+05:30



**PRIVATE AND CONFIDENTIAL**

**March 12, 2019**

SHAIKH ASGAR ALI GULAMSATISH

**Appointment Letter with Terms and Conditions**

Dear ASGAR ALI,

This has reference to your application and subsequent discussions you had with us, M/s. Sutherland Healthcare Solutions Private Limited, we are pleased to offer you the position of **Associate-Trans Processing, L1**, in the Company on the following terms and conditions:

**1. Date of Commencement**

Your date of commencement of employment in our Company shall be the date of your joining the duties and you have to report for joining the Company not later than May 24, 2021 or else this offer stands automatically cancelled.

**2. Location / Transferability**

Your services are presently placed at our Hyderabad Office and you will be reporting to Venkatesh Sharma Sharma Akkipedi and your services may be transferred to any other department, subsidiary, associate company or joint venture at any other location on these same terms & conditions and 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.

As the Company or such one of its subsidiaries or associated companies is involved in a regional business and may have interests and business dealings overseas, in the performance of your duties of employment with the Company or such one of its subsidiaries or associated companies, you shall be required from time to time to travel and render your services throughout the world at any given time by the Company.

**3. Remuneration/Salary**

Your emoluments by way of Annual Cost to the Company is Rs.224,300.00–pa, (Two Lakhs Twenty Four Thousand Three Hundred Only) the details of which are given in the annexure of the appointment letter. You will be entitled to other benefits including medical and hospitalization, in accordance with the policy of the Company in force from time to time.

**4. Introductory and Training Period**

You will be on introduction and training for a period of Six months from your date of joining the Company. On satisfactory completion of this period, your services shall be deemed to be confirmed. In case your

performance during the introductory or training period is found to be unsatisfactory, the introductory or training period may be extended to any further period at the discretion of the company or your services may be terminated without any notice. Such termination is deemed to be because of you not confirming to the prescribed standards as recommended to be achieved by you.

### **1. Background Checks / Disclosure of Information**

The Company may, at any time, (or as part of the joining formalities) conduct reference / background checks (including but not limited to the previous employers, education qualifications etc). In the event the statements / particulars furnished by you at the time of joining is found to be false or misleading or any information was suppressed, or if the Company, during the course of the check receives any adverse report against you that may be detrimental to the interests of the Company, then, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein. The Company retains all its rights to initiate action against you before appropriate forums of law and as they deem fit for criminal breach of trust.

In the event there are any pending / closed legal cases against you in your professional capacity in the courts of law, you shall disclose the same to the undersigned immediately.

### **2. Services**

You will be responsible to discharge all the services as were assigned to you from time to time and you have to and are expected to discharge duties in a diligent, trustworthy, businesslike and efficient manner. You will abide by the rules and regulations those that are applicable from time to time by the Company. If required, the Company will provide required training to you in updating your relevant knowledge for discharge of your duties efficiently & effectively, which will be as per the needs of business of the Company from time to time. You will be required to sign a service agreement with the Company, should the Company send you for any training, deputation or any other assignment, either in India or abroad and you shall be strictly be bound by the terms and conditions of any such agreement that you may sign.

### **3. Annual Review**

However, at the discretion of the Company, your services and total compensation may be reviewed by the Company from time to time or annually as per the policy of the Company subject to your effective and satisfactory performance of service. In the event your performance is not up to the mark or falls short of the minimum standards set by the Company, then, the Company shall have the right to terminate you as per Clause 16 of this offer letter.

### **4. Expenses**

The Company will reimburse authorized reasonable expenses you incur on Company business during the course of employment. Claims for expenses will be subject to the Company's Policy from time to time and approval from the concerned Authority in writing. The claim should be accompanied by reasonable proof of the expenditure. No employee is entitled to authorize his or her own expenses and all claims shall be truthful and backed by evidence. The employee is liable for disciplinary action in case claims are made with out evidence.

### **5. Personal Information**

The personal information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company and the Company's human resources generally. The Company may give out some of this information to other parties authorized by law to receive it. You have the right to access and correct personal data the Company has which relates to you. Any request for personal data access and/or

correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address.

## **6. Hours of Work**

Your working days and shift timings will be indicated to you as per current operations of the Company. This would be equivalent to 5 working days per week. However, it will be necessary to work any time, including in shifts, at the sole discretion of the management, and if it so requires on all the days including Saturdays, Sundays and Holidays.

from the date of your joining. Granting of leave is discretion of the Company and taking leave is not a matter of right for the employee.

If you are absent from duty for 3 or more consecutive working days without any prior intimation to your immediate Supervisor / Reporting Authority, it will be considered as an act of indiscipline and will be dealt as per the disciplinary policy. This would also attract Loss of Pay.

You are required to follow the Company Leave Rules effective from time to time, which will be communicated to you.

## **7. Intellectual Property**

You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to the Company so that the Company is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you shall hereby assign to the Company all right/s, title/s and interest/s you may have in them.

Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business of the Group Companies (including the Company). If these interests change during the term of your employment, you will promptly notify the Company.

## **8. Confidentiality**

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Sutherland Group companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

The terms and conditions of this letter along with the remuneration shall be kept confidential and shall not be disclosed to any person including your colleague employees.

Further, you are required to sign an agreement with the Company on "Confidential Information and Intellectual Property Rights".

The terms of this clause shall survive the terms of this agreement for a further period of 3 years after the termination of this agreement and the employee shall be bound by the terms of this clause during

the 3 years after termination of this agreement

## **9. Security**

You agree that you will (i) adhere to security practices as per the security policy of the organization applying to your employment; (ii) avoid usage of Mobile phones with camera in the office premises; (iii) refrain from carrying any Media / storage devices like Floppies / CD's / USB Drive inside the premises.

You are authorized to use email Id provided to you by the organization only for internal communication and computer files, email messages and voice messages) and that your activity and any files or messages on or using any of those systems may be monitored at any time by the Company without any notice to you. You also agree that such measures are fair and reasonable and are not infringement of your privacy but implementation of the policy of the company including the security policy,

Any disclosure of information to third parties except on a "need to know" basis (including other employees of the Company or any other entity within the Sutherland Group companies) constitutes a breach of your employment and the Company shall take any appropriate action as it deems fit.

## **10. Notice of Termination**

The employee shall not terminate this agreement during the minimum service period. In case the employee requires his resignation to be accepted, he shall comply with the payment of damages as per terms of Clause 5.

However it is only after the completion of the minimum service period by the employee, that he would be eligible to **Sixty60 days** notice of termination.

The Company can however during the minimum service period of any employee, terminate his services by **giving Sixty (60) days notice** or salary and in lieu thereof.

However, in the event of you committing any criminal offense or indulging in activities which amount to moral turpitude or acting against the interest of the Company, you shall be liable to be dismissed forthright after getting an opportunity of being heard, without any further notice. Further, the Company may terminate this contract, without prior notice or payment in lieu of notice for serious misconduct in accordance with relevant laws or any material breach of this contract including, in particular, any breach of paragraph 14, 15 and 20 of this contract. Upon termination of your employment for any reason, the Company will be entitled to deduct any amounts you owe to the Company or any of the Group Companies from amounts owed to you.

In the event of termination of employment due to death or disability, then, the Employee or his legal heirs (upon death) shall be entitled to receive all the sums due in accordance with the Company's payroll policies. For the purposes of this Section, Disability shall mean, the failure of the Employee to render for two (2) consecutive calendar months, or for shorter periods aggregating to ninety (90) or more business days in any twelve (12) month period, the services contemplated by this Agreement which a physician selected by the Company or its insurers (and reasonably acceptable to the Employee or the Employee's legal representative) determines in a written report to the Company that such physician has reasonably determined that such failure is due to mental or physical illness or injury.

## **11. Miscellaneous**

Any claim against the Company shall be brought within six (6) months of your date of relieving from the Company.

You shall not pledge / use the Company's name for personal purposes unless otherwise authorized by the Company.

The Company shall not be responsible and liable for any actions committed or executed by you in your personal capacity within or outside the office during the course of your employment with the Company. All liabilities arising out of such actions shall be your sole responsibility.

You shall not give or receive any gift /cash equivalent of the same unless otherwise authorized by the Company.

This offer letter constitutes the written terms and conditions governing your employment with the Company.

***Please bring the documents as mentioned in Annexure B on the date of joining.***

We wish you the best of luck and invite you to our exciting team of employees in the Organization. In the event you have any clarifications, please feel free to contact us at or 040-66022302.

Sincerely,

For Sutherland

A handwritten signature in blue ink, appearing to read 'Thendral Rajendran', with a stylized flourish at the end.

**Thendral Rajendran**  
**Associate Vice President - Talent Acquisition**

### **Acknowledgement:**

By signing below, I confirm that I have read and completely understand the terms and conditions of this agreement.

I hereby agree to and accept this offer of employment.

**Sutherland Healthcare Solutions Private Ltd.**  
**Annexure**

**Detail of Monthly and Annual Cost to the Company**

**Name of the Employee:** SHAIKH ASGAR ALI  
GULAM

**Date of Joining:** March 12, 2019

**Designation:** Associate- Software Developer

**Level:** 1

Hadapsar Industrial Estate, Pune is  
located Near Magarpatta City Sez, Hadapsar  
IKA Haveli, Near Cybercity.

**Department:** Healthfirst Management Services- LLC

**Location:** Pune

Components	Amount Per annum	Amount Per month
<b>CTC</b>	<b>224,300.00</b>	<b>18,692.00</b>
Basic Salary	55,300.00	4,608.00
House Rent Allowance	27,650.00	2,304.00
Bonus	26,323.00	2,194.00
Medical Reimbursement	15,000.00	1,250.00
Special Allowance	33,726.00	2,811.00
Skill Based Pay	0.00	0.00
<b>Gross Salary</b>	<b>157,999.00</b>	<b>13,167.00</b>
Performance Incentive	48,000.00	4,000.00
Employer's Contribution to PF	15,642.00	1,304.00
Gratuity	2,659.00	222.00
<b>ESI (Employee)</b>	<b>0</b>	<b>0</b>
<b>Total Net Take Home (PA)</b>	<b>141,172.00</b>	<b>11,764.00</b>
<b>Total Net Take Home (PA)+ PI</b>	<b>189,172.00</b>	<b>15,764.00</b>

Performance Incentive (Tenured)	Performance Incentive (PI) will be based on you achieving the parameters defined by your program. Your PI will be paid 60 days from the completion of performance period. If your joining date is between 2nd ~15th of the month, PI payout will be calculated on a prorata basis i.e., from DOJ till end of the month. For joiners on or after the 16th of the month, they will be eligible for Performance
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Insurance	Sum insured under Accident Insurance is Rs.500,000/–, Medicclaim is Rs.200,000.00/–(Self+ Spouse + 2 Dependent Children) Group term Life Insurance coverage of – Rs. 500,000.00.
Gratuity	Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts.
ESI	If your ESI wage (Gross Bonus) is less than or equal to 21000/ per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month For details you may contact your Program HR Executive

Offer electronically accepted by: **ASGAR ALI**

Offer electronically accepted on March 12,2019 10:50 AM GMT+05:30



Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. HALDE AAKIB ZUBAIR

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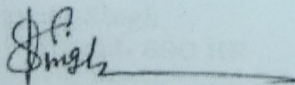
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Our HR officials will be in touch with you and will look forward to welcome you on board on your arrival.

Yours faithfully,



**Jagveer Singh**  
Tower Lead- SSC HR

**Jindal Techserv Private Limited**

Corporate office Jindal Center, 12 Bhikaji Cama Palace, New Delhi 110066

[Corporate Identity No. (CIN) U93000DL2011PTC221679] T +91 11 4146 2000 F + 91 11 2616 1271

Registered Office 28, Najafgarh Rd, Najafgarh, New Delhi 110015

Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. CHAVAN ROHAN MOHAN

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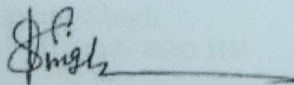
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Dear Mr. RAJDEEP NARAYAN KARNEKAR

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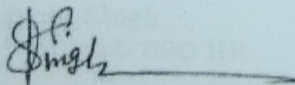
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Dear Mr. KOLHE SAGAR HEMRAJ

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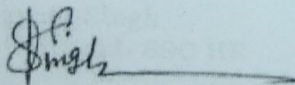
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Dear Mr. BHISE PRATIK PRAMOD

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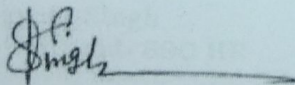
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Dear Mr. THOSAR VIPUL VIJAY

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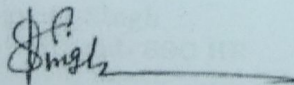
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Dear Mr. **BHERE BHARAT SURESH**

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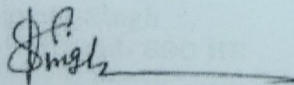
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Dear Mr. BIRWADKAR PRATIK VASANT

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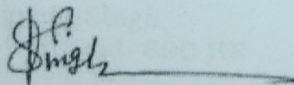
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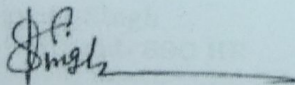
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Dear Mr. PAWAR PIYUSH RAM

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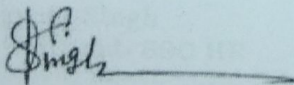
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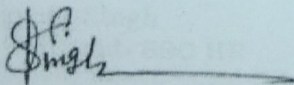
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Dear Mr. SINGH JANVED ASHOKKUMAR

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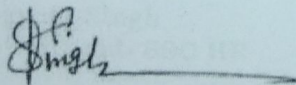
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Dear Mr. MAHADIK VARAD RAMESH

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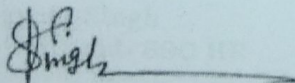
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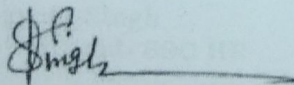
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- Original Relieving/NOC/full and Final settlement letter from present company.
- Six recent (color) passport size photographs of self and one each of spouse/parent/children.
- Copy of Address proof/Pan card/Passport/Bank account details.

Our HR officials will be in touch with you and will look forward to welcome you on board on your arrival.

Yours faithfully,



**Jagveer Singh**  
Tower Lead- SSC HR

**Jindal Techserv Private Limited**

Corporate office Jindal Center, 12 Bhikaji Cama Palace, New Delhi 110066

[Corporate Identity No. (CIN) U93000DL2011PTC221679] T +91 11 4146 2000 F + 91 11 2616 1271

Registered Office 28, Najafgarh Rd, Najafgarh, New Delhi 110015

Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. HOLSEKAR AQEEB MAQBOOL

This has reference to the discussion you had with us for a suitable position in our organization; we are pleased to offer you the position of **"Junior Engineer - CRM Project"** in the grade of **(SL-2)** based at **Angul, Odisha** on the terms and conditions as mutually agreed during our discussion.

Entitlement and facilities in the grade will be as per the company rules and will be bound by service rules, regulations and orders promulgated by the Company from time to time.

Your offer and appointment to the above position is subject to pre-employment conditions, such as:

- Pre-Employment Health checks and medically fit report from authorized company doctor.
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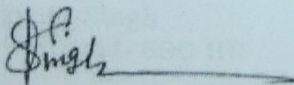
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Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. MHATRE CHAITANYA SANJAY

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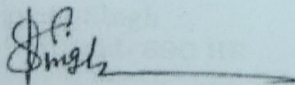
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Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. SETHI BHAGWAN DEVRAJ

This has reference to the discussion you had with us for a suitable position in our organization; we are pleased to offer you the position of **"Junior Engineer - CRM Project"** in the grade of **(SL-2)** based at **Angul, Odisha** on the terms and conditions as mutually agreed during our discussion.

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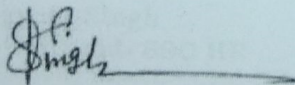
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Date: 4<sup>th</sup> August 2019

Dear Mr. SHAIKH MOHSIN FIROJ

This has reference to the discussion you had with us for a suitable position in our organization; we are pleased to offer you the position of **"Junior Engineer - CRM Project"** in the grade of **(SL-2)** based at **Angul, Odisha** on the terms and conditions as mutually agreed during our discussion.

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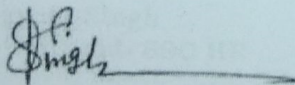
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Yours faithfully,



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Tower Lead- SSC HR

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Ref: JTSL: LOI: CHRD: 2019

Date: 4<sup>th</sup> August 2019

Dear Mr. SHAIKH KAMRAN ALAMGIR

This has reference to the discussion you had with us for a suitable position in our organization; we are pleased to offer you the position of **"Junior Engineer – CRM Project"** in the grade of **(SL-2)** based at **Angul, Odisha** on the terms and conditions as mutually agreed during our discussion.

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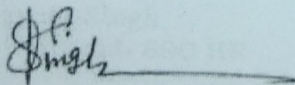
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Yours faithfully,



**Jagveer Singh**  
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Registered Office 28, Najafgarh Rd, Najafgarh, New Delhi 110015

**Subject: OFFER LETTER**

**Dear MULIK PRAVIN NARAYAN**

Thank you for applying for an employment in our company.

Based on your resume and subsequent Interview you had in connection with your employment in our company, we are pleased to make you an offer of appointment as "Junior Officer II (Grade GE1-A)" in our **CAL ACL Mech. Maint. Team of Facility Maintenance Department** under **Production Division** in POSCO Maharashtra Steel Pvt. Ltd. on the remuneration as offered and agreed by you **Rs. 25,951/- (Rs. Twenty Five Thousand Nine Hundred Fifty One Only)** CTC per month.

You are requested to join us on or before **5<sup>th</sup> September 2022** at our **Plant Office, Mangaon** location. Your formal appointment letter will be issued to you at the time of your joining. You are advised to send us a copy of your resignation letter submitted by you to your present employer.

You are advised to also bring originals and photocopy of the following documents along with you at the time of joining:

- a) Date of birth proof (Any 1- DOB Certificate, School Leaving Certificate)
- b) Relieving Letter & Experience Letter of all Previous Organisations
- c) Last 02 Years Form 16
- d) Salary Slips and bank statement for last 3 Months
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- j) Cancelled cheque or Passbook of your bank account

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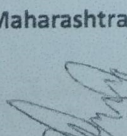
Please return a signed copy of this letter as a token of your acceptance. No communication from your side within 3 days of receipt of the letter, the offer will automatically revoke.

We welcome you in our organization and look forward to your long and fruitful association with us.

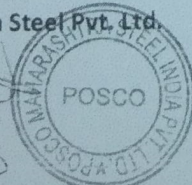
Thanking You,

For,

**POSCO Maharashtra Steel Pvt. Ltd.**

  
**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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POSCO Maharashtra Steel Pvt. Ltd.

Corporate Office: 7th Floor, World Trade Center-1, Kharadi, Pune-411 014, Maharashtra, India.

Tel: +91 2140-661097 Fax: +91 2140-661098

Registered Office: Plot No. C-1, Vile Bhagad, MIDC Industrial Area, Tal: Mangaon, Dist: Raigad 402 309, Maharashtra, India.

Tel: +91 2140-661000 Fax: +91 2140-661198 Web: www.poscomaharashtra.com

CIN: U27100MH2000PTC100073

ith POSCO

**Subject: OFFER LETTER**

**Dear QURESHI MOHAMMED NOMAN MOHD YUNUS**

Thank you for applying for an employment in our company.

Based on your resume and subsequent Interview you had in connection with your employment in our company, we are pleased to make you an offer of appointment as "Junior Officer II (Grade GE1-A)" in our **CAL ACL Mech. Maint. Team of Facility Maintenance Department** under **Production Division** in POSCO Maharashtra Steel Pvt. Ltd. on the remuneration as offered and agreed by you **Rs. 25,951/- (Rs. Twenty Five Thousand Nine Hundred Fifty One Only) CTC** per month.

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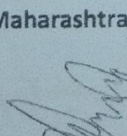
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We welcome you in our organization and look forward to your long and fruitful association with us.

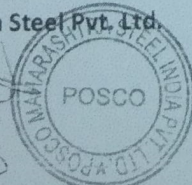
Thanking You,

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**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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CIN: U27100MH2000PTC100073

ith POSCO

**Subject: OFFER LETTER**

**Dear MUKADAM ARBAAZ IRFAN**

Thank you for applying for an employment in our company.

Based on your resume and subsequent Interview you had in connection with your employment in our company, we are pleased to make you an offer of appointment as "Junior Officer II (Grade GE1-A)" in our **CAL ACL Mech. Maint. Team of Facility Maintenance Department** under **Production Division** in POSCO Maharashtra Steel Pvt. Ltd. on the remuneration as offered and agreed by you **Rs. 25,951/- (Rs. Twenty Five Thousand Nine Hundred Fifty One Only)** CTC per month.

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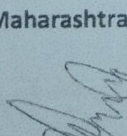
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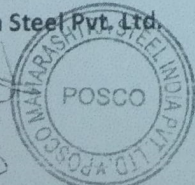
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**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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Tel: +91 2140-661000 Fax: +91 2140-661198 Web: www.poscomaharashtra.com

CIN: U27100MH2000PTC100073

ith POSCO

**Subject: OFFER LETTER**

**Dear SAHU SHRIKANT VISHWANATH**

Thank you for applying for an employment in our company.

Based on your resume and subsequent Interview you had in connection with your employment in our company, we are pleased to make you an offer of appointment as "Junior Officer II (Grade GE1-A)" in our **CAL ACL Mech. Maint. Team of Facility Maintenance Department** under **Production Division** in POSCO Maharashtra Steel Pvt. Ltd. on the remuneration as offered and agreed by you **Rs. 25,951/- (Rs. Twenty Five Thousand Nine Hundred Fifty One Only)** CTC per month.

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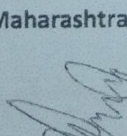
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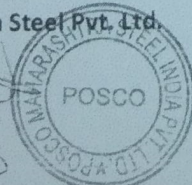
Thanking You,

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**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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CIN: U27100MH2000PTC100073

ith POSCO

**Subject: OFFER LETTER**

**Dear MHATRE NACHIKET JAGDISH**

Thank you for applying for an employment in our company.

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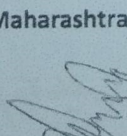
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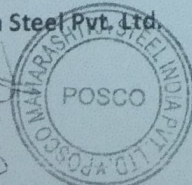
Thanking You,

For,

**POSCO Maharashtra Steel Pvt. Ltd.**

  
**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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**Subject: OFFER LETTER**

**Dear KHAN MOHAMMED SALMAN ABDUL JABBAR**

Thank you for applying for an employment in our company.

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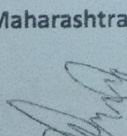
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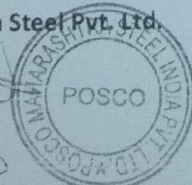
Thanking You,

For,

**POSCO Maharashtra Steel Pvt. Ltd.**

  
**Parikshit Mujumdar**

**Head of Department – HR Strategy**



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CIN: U27100MH2000PTC100073

ith POSCO

**Subject: OFFER LETTER**

**Dear NAIK VINAY DINESH**

Thank you for applying for an employment in our company.

Based on your resume and subsequent Interview you had in connection with your employment in our company, we are pleased to make you an offer of appointment as "Junior Officer II (Grade GE1-A)" in our **CAL ACL Mech. Maint. Team of Facility Maintenance Department** under **Production Division** in POSCO Maharashtra Steel Pvt. Ltd. on the remuneration as offered and agreed by you **Rs. 25,951/- (Rs. Twenty Five Thousand Nine Hundred Fifty One Only)** CTC per month.

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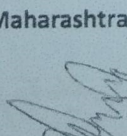
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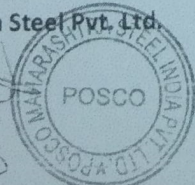
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**Subject: OFFER LETTER**

**Dear KAZI MOHD SAADODDIN KAZI MOHD SALAUDDIN**

Thank you for applying for an employment in our company.

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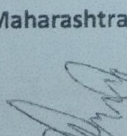
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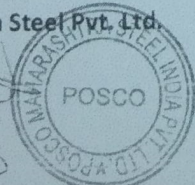
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**Subject: OFFER LETTER**

**Dear PATIL SUSHANT VASANT**

Thank you for applying for an employment in our company.

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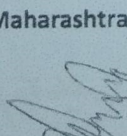
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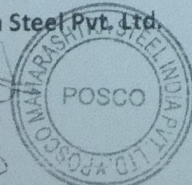
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**Subject: OFFER LETTER**

**Dear SWAPNIL RAMESH BAVKAR**

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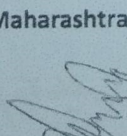
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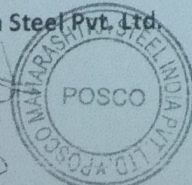
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**Dear KHARADE RAJKUMAR BHAGWAN**

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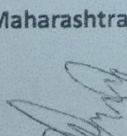
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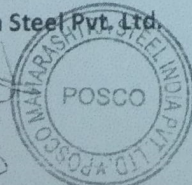
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**Dear ANSARI NAWAF KHALIL**

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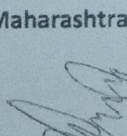
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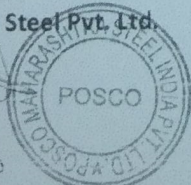
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**Subject: OFFER LETTER**

**Dear LODH SUNNY NARESH**

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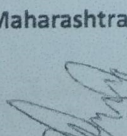
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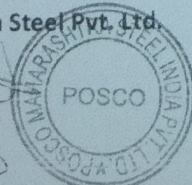
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**Subject: OFFER LETTER**

**Dear HAMDULE NABIL GULAMMOHIDDIN**

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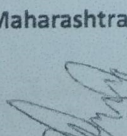
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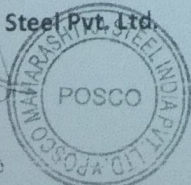
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Registered Office: Plot No. C-1, Vile Bhagad, MIDC Industrial Area, Tal: Mangaon, Dist: Raigad 402 309, Maharashtra, India.

Tel: +91 2140-661000 Fax: +91 2140-661198 Web: www.poscomaharashtra.com

CIN: U27100MH2000PTC100073

ith POSCO

Date : 22/09/2019

To **LILWANI TANJYOTSINGH ANUPSINGH**

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Diagnostic Expert**. Your services are being deputed to **VE Commercial Vehicles Ltd** at **NAVI MUMBAI** based on on the following terms and conditions:

- Your employment will be valid from **01/10/ 2019 To 30/09/2019** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be **INR 447,792.00** per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: Aadhar Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

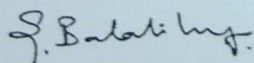
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To KAZI JASIM WAHID

**Provisional Offer Letter for Fixed Term Contract**

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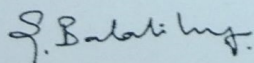
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To SAMANT DILIP RAMESH

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Diagnostic Expert**. Your services are being deputed to **VE Commercial Vehicles Ltd** at **NAVI MUMBAI** based on on the following terms and conditions:

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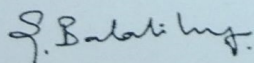
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To PATEL ZUBER FAROOQ

**Provisional Offer Letter for Fixed Term Contract**

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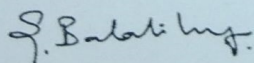
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Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory  
Balakrishnan S  
Head - HRSSC

Date : 22/09/2019

To KHAN SHOEB ALJAZ

**Provisional Offer Letter for Fixed Term Contract**

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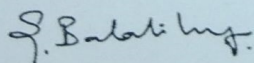
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **SHAIKH AFFAN RIYAZ AHMED**

**Provisional Offer Letter for Fixed Term Contract**

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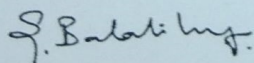
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To SYED NUMAN JAGIRDAR

**Provisional Offer Letter for Fixed Term Contract**

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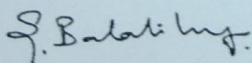
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Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory  
Balakrishnan S  
Head - HRSSC

Date : 22/09/2019

To **KHAN ASHRAF ABDUL MAJID**

**Provisional Offer Letter for Fixed Term Contract**

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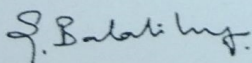
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **SHIKALGAR TALIB BALEKHAN**

**Provisional Offer Letter for Fixed Term Contract**

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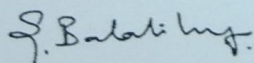
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Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **PATIL RISHABH VIJAY**

**Provisional Offer Letter for Fixed Term Contract**

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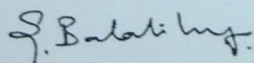
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Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To CHINCHWALKAR AVINASH ATMARAM

**Provisional Offer Letter for Fixed Term Contract**

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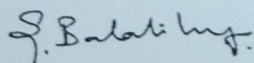
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Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **PATIL SANJEET ANNA**

**Provisional Offer Letter for Fixed Term Contract**

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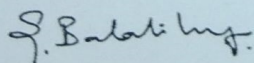
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Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **MANDLIK NISHANT NARAYAN**

**Provisional Offer Letter for Fixed Term Contract**

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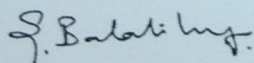
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**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **KHARPATIL SAURABH MILIND**

**Provisional Offer Letter for Fixed Term Contract**

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    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

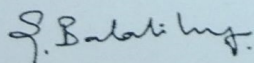
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **SHINDE AKHILESHKUMAR ARVIND**

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Diagnostic Expert**. Your services are being deputed to **VE Commercial Vehicles Ltd** at **NAVI MUMBAI** based on on the following terms and conditions:

- Your employment will be valid from **01/10/ 2019 To 30/09/2019** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be **INR 447,792.00** per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: Aadhar Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

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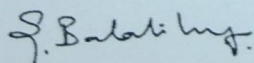
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Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

Date : 22/09/2019

To **KOLEKAR SAMADHAN ANANDA**

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Diagnostic Expert**. Your services are being deputed to **VE Commercial Vehicles Ltd** at **NAVI MUMBAI** based on on the following terms and conditions:

- Your employment will be valid from **01/10/ 2019 To 30/09/2019** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be **INR 447,792.00** per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
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  - a. Complete on the Randstad portal:
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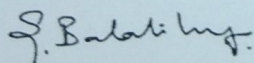
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Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **SHAH ADNAN SAGEER**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
1. You shall report to work on **09/09/2019** at 9.00 a.m. at **Clients Location**.
2. Details of your salary break up with components are as per the enclosure attached herewith.
3. This contract shall be terminable by either party giving 15 day's notice in writing or salary in lieu of notice, to the other party.
4. You will, with effect from **09/09/2019** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
5. You will be governed by the policies of the client's organization with respect to leaves and holidays.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

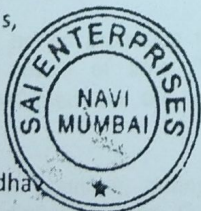
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear JAHANGIR DANISH NAUSHAD

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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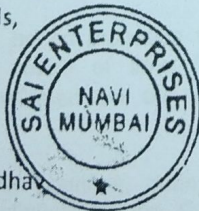
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear MAHADIK ANKUR ANANT

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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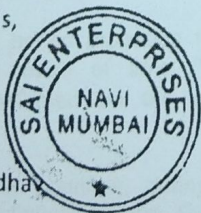
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear SURYAWANSHI KEDAR HIMMAT

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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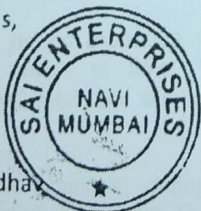
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With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **SHIRKE SUYASH SHRIRANG**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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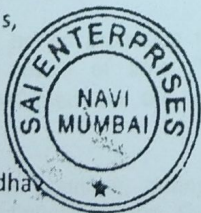
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear ANTULAY HAMMADULRAB ANWAR

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

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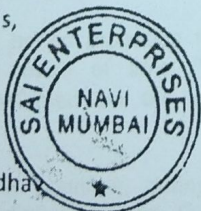
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With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **PALLAWKAR TWAHA KABIR**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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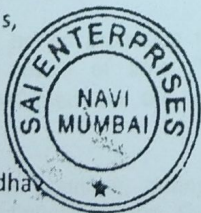
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With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **BADE NISHANT SADHURAM**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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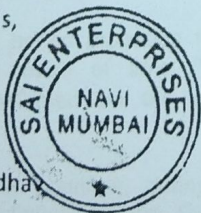
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With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **BHEKE AKSHAY BALSHIRAM**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

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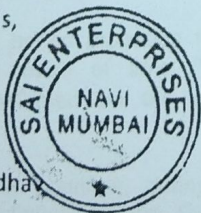
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Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **BHOSALE TANMAY HARISHCHANDRA**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

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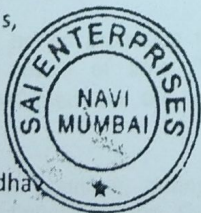
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Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear **BHOY AMEY VISHWAS**

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
1. You shall report to work on **09/09/2019** at 9.00 a.m. at **Clients Location**.
2. Details of your salary break up with components are as per the enclosure attached herewith.
3. This contract shall be terminable by either party giving 15 day's notice in writing or salary in lieu of notice, to the other party.
4. You will, with effect from **09/09/2019** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
5. You will be governed by the policies of the client's organization with respect to leaves and holidays.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

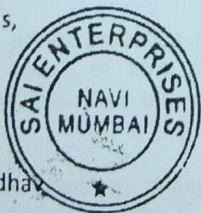
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear CHAUHAN ABHISHEK FULBADAN

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
1. You shall report to work on **09/09/2019** at 9.00 a.m. at **Clients Location**.
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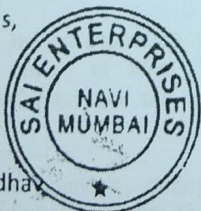
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear SAKARKAR MOHSIN ASLAM

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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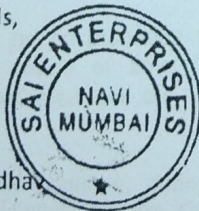
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.

# SAI ENTERPRISES

(GOVT. APPROVED)

Admin. Office : 731, Commodity Exchange Building, Plot No. 2/3/4, Sector 19 C,  
Vashi, Navi Mumbai - 400705. Tel. : 27836656

Date: 09/08/2019

## LETTER OF EMPLOYMENT

Dear SALUNKHE YASH RAJENDRA

We are pleased to offer you an employment in our organization Sai Enterprises., as **TECHNICIAN** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **09/09/2019 to 08/03/2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
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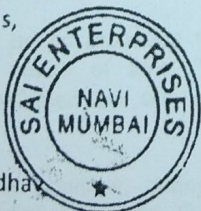
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Sai Enterprises

Mr. Nandkumar Jadhav

Proprietor



Regd. Office : 111/14, Karvane Chwal, Khatu Lane, Takiya Ward, Kurla (W), Mumbai - 400 070.



Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. GAWAI SAGAR MOHAN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

Please send us the scanned copy of the annexure, duly signed by you, in token of your formal acceptance of our offer. The scanned copy may please be sent to [anindita.roy@tatasteel.com](mailto:anindita.roy@tatasteel.com).

We will reimburse your travel expense and transportation and packing charges of your house hold goods from your current work place location i.e. from outside Khopoli to Khopoli as under: -

- AC chair car / First class (Non AC) / AC three tier railway fare for the shortest route for self within India.
- Actual transport charges of household goods and actual packing charges (including loading, unloading, unpacking and arranging etc), subject to a maximum of Rs.15000/- for a distance upto 749 kms, Rs.20000/- for a distance from 750 to 1499 kms and Rs.25000/- for a distance of 1500 kms or more, you would be required to submit the expenditure statement and vouchers / cash memo for payment.

We look forward to having you join Tata Steel Limited

We wish you all the best and hope for a long association with you.

Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

**TATA STEEL LIMITED**

Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel 91 6762 352000  
Registered Office Bombay House 24 Homi Mody Street Fort Mumbai 400 001 India Tel 91 22 66654282 Fax 91 22 66657724  
Corporate Identity Number L27100MH1907PLC000260 Website [www.tatasteel.com](http://www.tatasteel.com)



Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. JADEJA JAYVEERSINH SURENDRASINH

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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- AC chair car / First class (Non AC) / AC three tier railway fare for the shortest route for self within India.
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We look forward to having you join Tata Steel Limited

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. KANOJIYA VIKAS BANSARAJ

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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We will reimburse your travel expense and transportation and packing charges of your house hold goods from your current work place location i.e. from outside Khopoli to Khopoli as under: -

- AC chair car / First class (Non AC) / AC three tier railway fare for the shortest route for self within India.
- Actual transport charges of household goods and actual packing charges (including loading, unloading, unpacking and arranging etc), subject to a maximum of Rs.15000/- for a distance upto 749 kms, Rs.20000/- for a distance from 750 to 1499 kms and Rs.25000/- for a distance of 1500 kms or more, you would be required to submit the expenditure statement and vouchers / cash memo for payment.

We look forward to having you join Tata Steel Limited

We wish you all the best and hope for a long association with you.

Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. KOLTE VIJAY PRALHAD

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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We look forward to having you join Tata Steel Limited

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. KUMBHAR KIRAN HANMANT

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. MALI SUMIT SURESH

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. MALLAH RAHUL SATYNARAYN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. MIRZA SHUEB KHALID

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

**TATA STEEL LIMITED**

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. MORE ROHAN RAVINDRA

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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**Amitabh Chandra Jha**  
Chief HRBP- TSM

**TATA STEEL LIMITED**

Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel 91 6762 352000  
Registered Office Bombay House 24 Homi Mody Street Fort Mumbai 400 001 India Tel 91 22 66654282 Fax 91 22 66657724  
Corporate Identity Number L27100MH1907PLC000260 Website [www.tatasteel.com](http://www.tatasteel.com)



Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. MULIK ATUL NARAYAN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

We would be happy if you accept our offer and make preparations to join us at Khopoli, Dist. Raigad, Maharashtra. If there are any clarifications that you require from us, please contact our HRBP colleague **Mr. Vivek Shukla** at **8805022446** or write to him at [vivek.shukla@tatasteel.com](mailto:vivek.shukla@tatasteel.com).

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We will reimburse your travel expense and transportation and packing charges of your house hold goods from your current work place location i.e. from outside Khopoli to Khopoli as under: -

- AC chair car / First class (Non AC) / AC three tier railway fare for the shortest route for self within India.
- Actual transport charges of household goods and actual packing charges (including loading, unloading, unpacking and arranging etc), subject to a maximum of Rs.15000/- for a distance upto 749 kms, Rs.20000/- for a distance from 750 to 1499 kms and Rs.25000/- for a distance of 1500 kms or more, you would be required to submit the expenditure statement and vouchers / cash memo for payment.

We look forward to having you join Tata Steel Limited

We wish you all the best and hope for a long association with you.

Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. NADAR K JEFIRIN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. PARKAR NASIR HUSSAIN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. PARTHE ANIKET ANIL

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. PATIL SWAPNIL SAMBHAJI

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Yours sincerely,

**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. PAVNAEKAR JAYPRAKASH JAGANNATH

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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**Amitabh Chandra Jha**  
Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. PAWAR VIJAY KISAN

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. RAWAL AL SAUD AKBAR

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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Chief HRBP- TSM

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Letter No- TSM/HR/Appointment/ 18-19/09/19

Dated: 19<sup>th</sup> September 2019

Dear Mr. TIWARI RUSHIKESH VISHALKUMAR

This is with reference to your application for employment, and the subsequent interview that you had with us.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel Limited as **Associate Engineer (SB D level), CRM Mechanical Maintenance** at Khopoli, Dist. Raigad, Maharashtra on terms and conditions that are enunciated in the annexure.

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SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

PAWAR RAVI SUBHASH

SAHU SANKET SANTOSH

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

Your posting place will be at Head Office situated at Ghansoli, Navi Mumbai and can be transferable as instructed by the management.

Probation Period:

You service will be consider on probation for the period of Six Months Only from the date of joining, the probation period is liable to be extended to by another 3 months if require. Your offer may be terminated during the probation period with seven days' advance notice by either party without giving any specific reason. The management of organization will confirm your service after satisfactory completion of probation period.

Employee Engagement:

You will be issued appointment letter after joining with all terms and conditions. This offer letter is valid only subject to submission of accepted copy by email or physical at our Head Office within period of Seven days from the date of Receiving.

We look forward to having long term association of mutual benefit.



Disha Prem Sharma.

HR & Admin Manager.



SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

SALMANI ADNAN MEHBOOB

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

Your posting place will be at Head Office situated at Ghansoli, Navi Mumbai and can be transferable as instructed by the management.

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Disha Prem Sharma.

HR & Admin Manager.



SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

PATIL ASHWINKUMAR VILAS

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

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Disha Prem Sharma.

HR & Admin Manager.



SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

KALDANE ARSALAN JAVED

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

Your posting place will be at Head Office situated at Ghansoli, Navi Mumbai and can be transferable as instructed by the management.

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Disha Prem Sharma.

HR & Admin Manager.



SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

GAVAND ASHISH GAJANAN

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

Your posting place will be at Head Office situated at Ghansoli, Navi Mumbai and can be transferable as instructed by the management.

Probation Period:

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Disha Prem Sharma.

HR & Admin Manager.



SUB: Offer Letter for the post of Jr. Engineer – Project.

Date - 02/10/2018

Dear,

BHAYADE SHRINESH NANDKISHOR

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3,00,000/- P.A. payable on monthly basis on prorata basis.

Place of Posting

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Disha Prem Sharma.

HR & Admin Manager.

Date: 21-11 -2018



**SUBJECT: LETTER OF OFFER**

This is to certify that Following Students from Chhatrapati Shivaji Maharaj Institute of Technology are placed Jr. Supervisor.

Sr. No	Name Of Students
1	KHANDAGALE SHANTANU SHAM
2	KHARKAR PUJAN RAMDAS
3	PATEL SAFWAN AHMED SAEED AHMED
4	SHIRKE ASHIK MARUTI
5	AMBAJI JAYESH JAGANNATH
6	BANE ANIL SANDIPAN
7	CHAUDHARI AKSHAY UMESH
8	FAIZAN AHMED MAHFUZUR REHMAN

Joining Date: 15.07.2019

CTC: 2 LPA

You are requested to submit the following documents at the time of joining

a) Five passport size colored photographs.

b) Copy of certificates of all your educational qualification and training acquired, if any.

c) Relieving letters / Employment Certificates of the previous employments.

d) Copy of the last month's salary slip or bank Passbook page.

e) Copy of PAN card and Aadhar card.

This offer is subject to satisfactory verification of the documents produced by you at the time of joining.

We look forward to a mutually rewarding association Please sign the duplicate copy of this letter as token of your acceptance and indicate the date by which you can join the services of the Company. This offer will automatically lapse in the event of not joining within the date agreed and mentioned below along with your acceptance

We wish him great success in his future endeavors.

Sincerely,

Proprietor



A handwritten signature in black ink, appearing to read "R. K. Patil", written in a cursive style.

For, M/s. R. K. PATIL



**CORDIAL STRUCT-CON LLP**

Sp. In. Building Renovation, Painting, Plumbing & Civil Works

---

**Date- 18/11/2018**

SUBJECT: APPOINTMENT LETTER FOR THE POST OF JR. ENGINEER

Following Students has been placed for the post of JR. Engineer

Sr.No	Name of Students
1	RATHOD SNEHA VINAYAK
2	SHABINA PARVEEN RAIS AHMED
3	THOMBARE CHANDRASHEKHAR BHARAT
4	WAGHMARE ANKUSH BALAJI
5	KRISHNA HANUMAN DAUDMANI
6	SINGH SHIVANSHU NAND KUMAR SINGH

Joining Date: 15.07.2019

CTC: 2.5 LPA

Hope that this will be the beginning of a long and successful career with us.

With Warm Regards,

CORDIAL STRUCT-CON LLP.





# **CORDIAL STRUCT-CON LLP**

Sp. In. Building Renovation, Painting, Plumbing & Civil Works

**Date- 04/03/2019**

**SUBJECT: APPOINTMENT LETTER FOR THE POST OF JR. ENGINEER**

Following Students has been placed for the post of JR. Engineer

Sr.No	Name of Students
1	JADHAV SANKET SAMBHAJI
2	KHAN MOHD UMAIR MOHD KHALID
3	MAHADIK SANKET BHAGAWAN
4	NANAVARE SACHIN JALINDAR
5	PATIL NIKHIL KASHINATH
6	RIDDHISAI HEMAKANT MHATRE
8	PRITESH RAMAN SURVE
9	TAWADE AJINKYA AVINASH
10	KADAM VINAYAK SUKHDEO

Joining Date: 15.07.2019

CTC: 2.5 LPA

Hope that this will be the beginning of a long and successful career with us.

With Warm Regards,

CORDIAL STRUCT-CON LLP.





**Date- 16/12/2018**

Hearty congratulations to the following students who have been selected by **Core Project** with CTC of **3LPA**. Recruitment Drive held on 12/12/2018.

SR. NO.	STUDENT NAME
1	KARAN DATTATRAY BELOSHE
2	ANSARI ABUSHAD AHMAD SHAMIM
3	DONGARE SUDARSHAN MAHESH
4	MATODE SHIVKUMAR BALAJI
5	WAVEKAR PRATIK RAMESH
6	TELANGHE SMITESH SANTOSH
7	MHASKAR AKIF NADEEM
8	SHAIKH MOHD TANVEER MOHD SALAUDDIN
9	VARAK SUDESH SURESH
10	PATIL ASHISH DHARMA
11	TAMBE NIKITA SHASHIKANT
12	PUJARI ANNAPURNA BALAPPA

**Regards**

**Core Project**





Date: 23/05/2019

To,

BABAR RUPESH RAJENDRA

Panvel

Dear Sir,

With reference to your application and subsequent interview had with us, we are pleased to engage you to undergo training program with our organization, effective 03/06/2019, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
2. Duration The duration of the training is for a period of one year from the date of your joining. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits. During the training period, your performance will be thoroughly assessed/ evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered regular employment with the Company.
3. Responsibilities: you will be given the job training in the relevant functional areas and groomed to become a permanent employee of the company. Subjected to superintendence, control and direction of your reporting authority, you shall follow the given guidelines from time to time either orally or in writing by your reporting authority or any other higher official of the company, for which you shall maintain the relevant records and comply with necessary business requirements if any, within the stipulated time.
4. Package: CTC 3 LPA with bonuses.

Regards

Core Project





Date: 23/05/2019

To,  
PATIL SWAPNIL SHIVNATH  
Uran

Dear Sir,

With reference to your application and subsequent interview had with us, we are pleased to engage you to undergo training program with our organization, effective 03/06/2019, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
2. Duration The duration of the training is for a period of one year from the date of your joining. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits. During the training period, your performance will be thoroughly assessed/ evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered regular employment with the Company.
3. Responsibilities: you will be given the job training in the relevant functional areas and groomed to become a permanent employee of the company. Subjected to superintendence, control and direction of your reporting authority, you shall follow the given guidelines from time to time either orally or in writing by your reporting authority or any other higher official of the company, for which you shall maintain the relevant records and comply with necessary business requirements if any, within the stipulated time.
4. Package: CTC 3 LPA with bonuses.

Regards

Core Project





Date: 23/05/2019

To,

GAVAND ASHISH GAJANAN

Uran

Dear sir,

With reference to your application and subsequent interview had with us, we are pleased to engage you to undergo training program with our organization, effective 03/06/2019, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
2. Duration The duration of the training is for a period of one year from the date of your joining. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits. During the training period, your performance will be thoroughly assessed/ evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered regular employment with the Company.
3. Responsibilities: you will be given the job training in the relevant functional areas and groomed to become a permanent employee of the company. Subjected to superintendence, control and direction of your reporting authority, you shall follow the given guidelines from time to time either orally or in writing by your reporting authority or any other higher official of the company, for which you shall maintain the relevant records and comply with necessary business requirements if any, within the stipulated time.
4. Package: CTC 3 LPA with bonuses.

Regards

Core Project





Date: 23/05/2019

To,  
SALUNKE VRUSHABH DILIP  
Uran

Dear sir,

With reference to your application and subsequent interview had with us, we are pleased to engage you to undergo training program with our organization, effective 03/06/2019, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
2. Duration The duration of the training is for a period of one year from the date of your joining. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits. During the training period, your performance will be thoroughly assessed/ evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered regular employment with the Company.
3. Responsibilities: you will be given the job training in the relevant functional areas and groomed to become a permanent employee of the company. Subjected to superintendence, control and direction of your reporting authority, you shall follow the given guidelines from time to time either orally or in writing by your reporting authority or any other higher official of the company, for which you shall maintain the relevant records and comply with necessary business requirements if any, within the stipulated time.
4. Package: CTC 3 LPA with bonuses.

Regards

Core Project





**SUB: Offer Letter for the post of Jr. Engineer – Project.**

Date - 02/10/2018

Dear,

PAWAR RAVI SUBHASH

SAHU SANKET SANTOSH

We are pleased to welcome you in our organization as "Jr. Engineer-Project" on the following terms and conditions, your joining date shall be as on before 22 June 2019.

Remuneration:

Your annual CTC will be Rs 3, 00,000/- P.A. payable on monthly basis on prorated basis.

Place of Posting

Your posting place will be at Head Office situated at Ghansoli, Navi Mumbai and can be transferable as instructed by the management.

Probation Period:

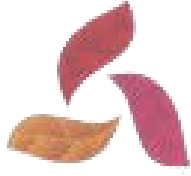
Your service will be considered on probation for the period of Six Months Only from the date of joining, the probation period is liable to be extended to by another 3 months if required.

We look forward to having long term association of mutual benefit.



Disha Prem Sharma.

HR & Admin Manager.



# MILLENNIUM GROUP

BUILDERS & DEVELOPERS

**Date- 16/12/2018**

Hearty congratulations to the following 12 students who have been selected by **Millennium Group** Recruitment Drive held on 12/12/2018.

SR. NO	NAME OF STUDENTS
1	PATIL SAGAR KISHOR
2	SAHU SANKET SANTOSH
3	RAWOOL VASANT PRAKASH
4	HALNOR SATYAVAN SOMINATH
5	VAIBHAV RAJARAM TANDEL
6	VHATKAR ROHIT TATOBA
7	WAGHARE ATISH MAHESH
8	YADAV NITITSH KUMAR SURENDRANATH
9	THAKUR IFRAAZ MEHAMOOD
10	SHAIKH PARVEZ ALAM AB. AHAD
11	SOSA PRASHANT JIVRAJ
12	PRAJYOTI DASHARATH LAKADE

We take great pleasure in inviting you to join the family of Millennium Group.

Your terms of employment would be as follows:

Designation: Jr Supervisor

Gross salary: 2.16 P.A.

Date of joining: 05- 06 - 2019

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

Thanking You

For MILLENNIUM GROUP  
  
Partner

Authorized Signature

Date: 09-03-2019



**SUBJECT: LETTER OF OFFER**

This is to certify that Following Students from Chhatrapati Shivaji Maharaj Institute of Technology are placed Jr. Supervisor.

Sr. No	Name Of Students
1	TAWHARE AADESH MAHADU
2	ZAGADE GAUTAM SHIVAJI
3	BHOIR AKSHAY GANESH
4	CHAUHAN SANDEEPKUMAR RAMCHANDRA
5	DAWAT UBAID SHAUKAT
6	GAWADE PAVAN PRAKASH
7	HEGDE DEEKSHITH RAMANAND
8	JADHAV ROSHAN VITTHAL
9	JOSHTE SIDDHANT RAVINDRA
10	LANGI JAYESH LAXMAN
11	NAGORI AKHTAR RAZA MOHD JINA

Joining Date: 15.07.2019

CTC: 2 LPA

You are requested to submit the following documents at the time of joining

- a) Five passport size colored photographs.
- b) Copy of certificates of all your educational qualification and training acquired, if any.
- c) Relieving letters / Employment Certificates of the previous employments.
- d) Copy of the last month's salary slip or bank Passbook page.
- e) Copy of PAN card and Aadhar card.

This offer is subject to satisfactory verification of the documents produced by you at the time of joining.

We look forward to a mutually rewarding association Please sign the duplicate copy of this letter as token of your acceptance and indicate the date by which you can join the services of the Company. This offer will automatically lapse in the event of not joining within the date agreed and mentioned below along with your acceptance

We wish him great success in his future endeavors.

Sincerely,

Proprietor



A handwritten signature in black ink, appearing to read "R. K. Patil", written in a cursive style.

For, M/s. R. K. PATIL



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 5<sup>th</sup> Nov 2018

To,

Mr. PATIL AMOL RAMESH

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross salary: 2.16 P.A.

Date of joining: 15-11-2018

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 5<sup>th</sup> Nov 2018

To,

Mr. RANKHAMBE ATUL BAPUSAHEB

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 15-11-2018

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 5<sup>th</sup> Nov 2018

To,

Mr. SALUNKHE KAVITA RAJARAM

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 15-11-2018

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 5<sup>th</sup> Nov 2018

To,

Mr. THATIPAMULA SAGAR MANOHAR

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 15-11-2018

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

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Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 25<sup>th</sup> April 2019

To,

Mr. AKSHAY AJIT KADAM

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 05-05-2019

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 25<sup>th</sup> April 2019

To,

Mr. BAIG MIRZA MOHAMMED MIRZA HASIN

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 05-05-2019

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 25<sup>th</sup> April 2019

To,

Mr. JHA KUNAL

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 05-05-2019

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

Documents to be submitted: Tenth Marks memo/Birth certificate / 4 passport size photographs/Proof of Residence

Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# SV REDDY CONSTRUCTION

ENGINEERS & CIVIL CONTRACTOR

Date: 25<sup>th</sup> April 2019

To,

Mr. KHAN MOHD ADIL JAVED

We take great pleasure in inviting you to join the family of SV REDDY CONSTRUCTION.

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.16 P.A.

Date of joining: 05-05-2019

In case you need any further information on your job profile, salary, or any policy, please contact the Undersigned. This is a letter of offer and your formal letter of appointment shall be provided on your joining duties. As a part of joining process, you are requested to bring the following documents on the day of joining:

Please note that the offer of appointment is subject to satisfactory completion of your reference check and verification of the documents submitted by you.

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Degree/Diploma/Highest qualification certificate along with marks memos (all semesters)

Relieving letter from the previous organization or Accepted Resignation letter

Experience letter/form 16 (income Tax) from previous employer

We look forward to you having a long and faithful Relationship SV REDDY CONSTRUCTION.

Yours Sincerely,  
SV REDDY CONSTRUCTION.



# VAISHNAV CONSTRUCTION

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

SHAIKH AZIM NIZAM,

New Panvel

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

#### PROBATION PERIOD:

You will be on probation for a period of 12 months from the date of joining. This period of probation will be liable to such extension, as management may deem fit and its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

#### DUTIES AND RESPONSIBILITIES:

- a) You will have the responsibility for an efficient satisfactory and economic discharge of the duties entrusted to you from time to time
- b) During this period of employment shall not secure any other employment engaged in any other profession or trade or pursue any course of study or work part time without the management's prior consent in writing.
- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

Vaishnav Construction

  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

SAKHARKAR MUJAHID M.HANIF

Vashi

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

You will be on probation for a period of 12 months from the date of joining. This period of probation will be liable to such extension, as management may deem fit and its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

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- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

*Vaishnav Construction*

  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

JADHAV SHALVESH SUNIL

Nerul

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

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- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

*Vaishnav Construction*

  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

BOGARE ANIL SHIVRAJ

Chembur

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

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- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

Vaishnav Construction  
  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

CHAVAN ASHISH

Panvel

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

You will be on probation for a period of 12 months from the date of joining. This period of probation will be liable to such extension, as management may deem fit and its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

**DUTIES AND RESPONSIBILITIES:**

- a) You will have the responsibility for an efficient satisfactory and economic discharge of the duties entrusted to you from time to time
- b) During this period of employment shall not secure any other employment engaged in any other profession or trade or pursue any course of study or work part time without the management's prior consent in writing.
- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

*Vaishnav Construction*

  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

KESKAR RAMCHANDRA SUKHDEV

Ulwe

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

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- a) You will have the responsibility for an efficient satisfactory and economic discharge of the duties entrusted to you from time to time
- b) During this period of employment shall not secure any other employment engaged in any other profession or trade or pursue any course of study or work part time without the management's prior consent in writing.
- c) You will behave and conduct yourself in an orderly manner and shall not remain absent from the place of work without the prior consent in writing.

Regards

**Vaishnav Construction**

  
Proprietor



**VAISHNAV CONSTRUCTION**

GOVT. REGISTERED CONTRACTOR & DEVELOPER  
All types of Civil Works, Engineers & Contractors



Date: 28-04-2019

To

PAWAR ONKAR VIJAY

Panvel

Dear Sir,

Appointment order for the post of Junior Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Junior Engineer with monthly salary of 17 thousand in our organization. You are advised to report on 05/05/2019 for orientation programme after which you will be posted to any of our project sites anywhere in India, subject to following terms and conditions.

**PROBATION PERIOD:**

You will be on probation for a period of 12 months from the date of joining. This period of probation will be liable to such extension, as management may deem fit and its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

**DUTIES AND RESPONSIBILITIES:**

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Date: 28-04-2019

To

PATIL ATISH ANANT

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Date: 28-04-2019

To

PATIL RAJENDRA VILAS

Rasayni

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Date: 28-04-2019

To

KRISHNA VENKAT

Rasayani

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Date: 28-04-2019

To

MONDKAR AKSHAY GOVIND

Rasayani

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Date: 28-04-2019

To

CHAVAN AKASH

Rasayani

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